

June 1997

# State Magazine

## Talk of the Town:

# AGENCY INTEGRATION

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ACDA Director John D. Holm and Secretary Albright

*Inside:*

Public Service Recognition

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## Coming in July/August: **Desert Duty**

Monitoring the peace in the Sinai isn't a holiday assignment, but it does have its perks.

### **Logistics**

A new logistics group is putting customers first.

### **Filling the Hard-to-Fill**

A pilot program to recruit Civil Service employees to fill vacant Foreign Service jobs at home and overseas has produced 30 success stories.

## **'The Snows of Kilimanjaro'**

Two State employees savor their success at surmounting the summit of this western peak.

*Photo By George Mobley*

**State**  
Magazine

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The magazine welcomes State-related news and features. Informal first-person articles work best accompanied by photographs of the author in the environment written about. The magazine will also consider cartoons and poems related to life at State. *Please include your telephone number or a way to be reached.*

**Articles should not exceed five typewritten, double-spaced pages.** They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

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**Deadline for copy is the first Tuesday of each month.**

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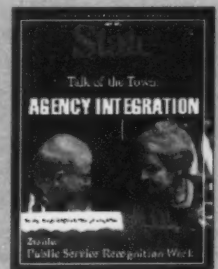
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Secretary holds town  
hall meeting.  
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Photo by Shawn Moore  
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## FROM THE SECRETARY

# Reorganization is a 'great opportunity'

**T**he President announced in April a plan for reorganizing our foreign affairs agencies. I believe that this presents us with a great opportunity. But I recognize that it also presents us with great uncertainties. The current structure of our foreign affairs agencies reflects the needs of an era that no longer exists. As I said at a town hall meeting April 29, in this new era it is not enough to tell Congress and the public that what we do matters. We have to show that we are adapting our institutions to get the best possible results at the least possible cost.

Impressive reform efforts already have been undertaken at each agency. As we move ahead to integrate and streamline our operations, I ask each of you as employees and stakeholders to join the



**"We have to show that we ... get the best possible results at the least possible cost."**

leadership of all four agencies in working to make this effort a success.

To do that, we will want to make sure the reorganization enhances our effectiveness rather than detracts from it. We will do our best to minimize disruptions to the lives and careers of our employees, our most important asset.

Moreover, we want employees to communicate their ideas and suggestions on this process, which must be completed within 120 days. E-mail addresses are available under the heading "Reorganization," on both classified and unclassified systems, to receive your ideas. A special TAG also has been established for those without access to

e-mail.

I hope each of you will join in meeting this challenge and take this opportunity to re-shape America's foreign policy for a strong and successful future.

A handwritten signature in black ink that reads "Madeleine Albright".

Madeleine Albright  
Secretary of State

# Secretary hosts gathering on Restructuring

By Carl Goodman



Secretary Albright opens town hall meeting joined by, from far left, Joseph Duffey, director, USIA; J. Brian Atwood, administrator, USAID, and John D. Holum, director, ACDA. Below, town hall audience.

**M**ore than 700 employees from State and three other foreign affairs agencies packed the Dean Acheson Auditorium April 29 for a town hall meeting on restructuring the foreign affairs agencies.

Secretary of State Madeleine K. Albright, who hosted the gathering, was joined on the stage by the directors and administrator of three independent foreign affairs agencies: the Arms Control and Disarmament Agency (ACDA), the U.S. Agency for International Development (USAID) and the U.S. Information Agency (USIA).

Under a reorganization plan crafted by Vice President Gore and endorsed by President Clinton, ACDA and USIA would merge with the State Department. USAID would remain a separate agency—sharing some administrative and public affairs functions with State—but its administrator would report to the Secretary of State instead of the President, as current law allows.

The plan calls for ACDA to join State in one year and USIA within two years. The clock started ticking May 1 on a 120-day timetable for State's Acting Undersecretary for Management Pat Kennedy to prepare a reorganization plan.

## To modernize, mainstream

The revamping, according to the Secretary, is meant to modernize and mainstream diplomatic efforts by enhancing effectiveness, reducing duplication and increasing accountability. It will be done, she said, in phases, in consultation with Congress and the unions and with minimum disruption to the essential work the foreign affairs agencies are doing.

To meet the tight timetable, Mr. Kennedy will immediately begin creating special teams along functional lines, she said, drawing on the expertise of Civil and Foreign Service employees. In addition to the teams, a core group will prepare an action plan of recommendations to present to her for approval.

Several channels have been established so that employees can communicate directly with the teams, an official said later, including

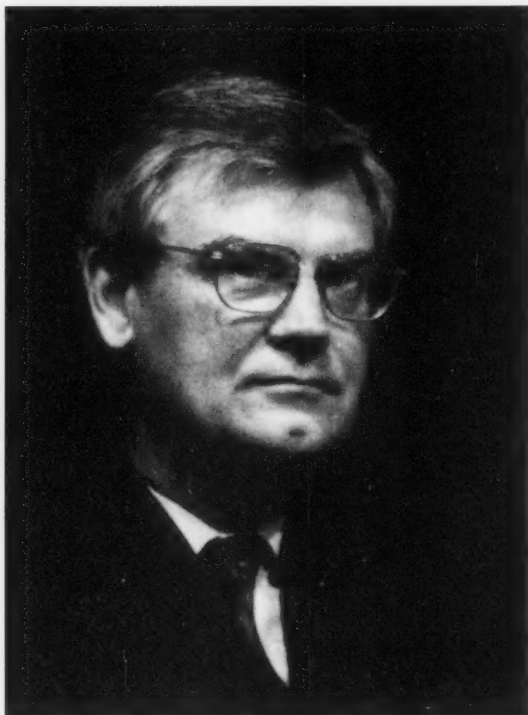
two e-mail addresses and a special cable trunk so overseas posts can send telegrams and reorganization ideas to the planners. The Department has notified employees that these systems are up and running and on how to use them.

It will be the first major restructuring of foreign affairs agencies in 50 years, the Secretary observed, and will need to serve the nation for the next 50 years.

*The author is editor of State Magazine.*



## IN THE NEWS



are high. The reorganization, he noted, should enhance the prospects of public diplomacy, but needs the public's trust and the daring vision of the Secretary of State. Mr. Duffey said USIA would be a "feisty player" in the restructuring.

Budgeted at \$1.06 billion, USIA administers the government's overseas information and cultural programs, including the Voice of America, international exchange programs and cultural centers. USIA has 7,300 employees.

During a follow-on question-and-answer period, employees asked about the reorganization's impact on jobs. They were assured that the plan's goal is not to eliminate jobs, but, rather, to modernize operations and ensure that foreign policy efforts are a part of mainstream diplomatic efforts led by the Secretary of State.

Would rank-and-file employees have a voice in the restructuring? Yes, said Undersecretary Kennedy, who pledged that those "at the working level" would be part of the special teams under his coordination.

"We are all at the working level," Secretary Albright said, eliciting laughter from the audience. □

*Left: J. Brian Atwood, administrator, USAID.  
Below: Joseph Duffey, director, USIA.*

### Directors pledge support

The directors of the other foreign affairs agencies followed Secretary Albright to the podium and pledged their support to making the reorganization work.

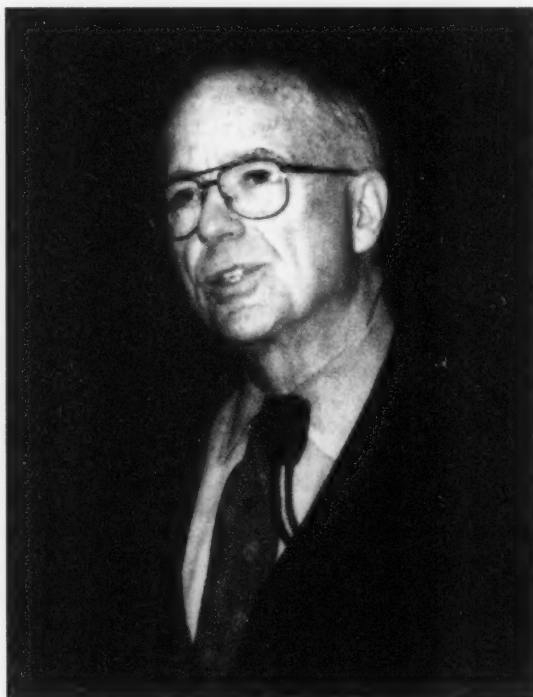
John D. Holum, director of ACDA, cited the recently ratified Chemical Weapons Treaty as an example of an integrated and coordinated foreign affairs effort. "No doubt, we'll succeed," Mr. Holum said.

With 251 employees and a \$41.5 million budget, ACDA formulates and implements arms control and disarmament policies and participates in negotiations to limit strategic arms, prevent the spread of nuclear weapons and prohibit chemical weapons.

J. Brian Atwood, administrator of USAID, termed the reorganization a new foreign affairs architecture for at least the next two decades. It confirms and recognizes the missions of each agency, Mr. Atwood said, and will help make a framework a "living reality."

With a budget of \$6 billion, USAID manages foreign economic and humanitarian assistance programs in about 100 countries of the developing world, Eastern and Central Europe and the former Soviet Union. The agency has 6,200 employees.

Joseph Duffey, director of USIA, said these opportunities rarely come our way and that the stakes



## IN THE NEWS

### APPOINTMENTS

#### Curran picked for Mozambique

Brian Dean Curran, deputy assistant secretary for legislative affairs, is the President's choice to head the U.S. mission in Maputo. The nomination requires Senate confirmation.

Mr. Curran, who has held his current position since 1994, entered the Foreign Service in 1973. After serving as economic and commercial officer in Niamey, he became a policy planning officer in the African bureau in 1975. He was charge and deputy chief of mission in Guinea-Bissau, 1976-78. In 1978, he became a political officer at the U.S. mission to the European Communities in Brussels.

After serving as political officer in Paris, Mr. Curran returned to Washington in 1984 as officer in charge of French affairs. Two years later he became a special assistant to the undersecretary for political affairs. In 1987 he was named DCM in Dublin. Mr. Curran was a legislative assistant to Congressman Dante Fascell, 1991-92. He served as a legislative management officer for European affairs until 1994.

A native of Portland, Me., Mr. Curran earned a bachelor's from Georgetown and a master's from Johns Hopkins. He speaks Portuguese and French and is co-author of an Army textbook on Mauritania. His honors include Superior and Meritorious Honor Awards and a certificate of appreciation from the Secretary of State. ~

Secretary Albright after receiving an honorary degree from Mount Holyoke College.



#### Overseas Citizens Services honored for their efforts

The Bureau of Consular Affairs' Office of Overseas Citizens Services recently received the Public Employees' Roundtable Public Service Excellence Award for aiding Americans abroad, particularly in times of crisis. The non-profit, one-million-member organization chose Overseas Citizens Services over 100 other nominees. OCS employees assist Americans annually in some 3,000 arrests, 6,000 deaths, 11,000 adoptions and 1,200 child abduction cases.

Staffers were hailed for their efforts during the American Airlines crash in Colombia on Christmas 1995, the Ethiopian Airlines crash Thanksgiving 1996 and last year's evacuations in Liberia and the Central African Republic. They were also honored for aiding in the release of hostages and for their partnership with the National Center for Missing and Exploited Children. ~

#### CIO McClenaghan honored

Liza McClenaghan, the Department's chief information officer, has been selected by *CIO Magazine* as an honoree in its annual "CIO 100" award edition. A survey of CIOs and information systems executives identified State as a top performer in information technology. State was one of only a handful of federal agencies honored by the publication; most were from the private sector. ~

*Below: Former Secretary of State Warren Christopher, third from left, presents Superior Honor Award to Economics Counselor Anne E. Dorse, holding plaque, for her work on the 1996 meetings of the Asia Pacific Economic Cooperation (APEC) forum. Joining them are, from left, Ambassador to the Philippines Thomas C. Hubbard, Undersecretary of State for Economic, Business and Agricultural Affairs Joan E. Spero, Political Counselor E. Mason Hendrickson Jr. and Ambassador for APEC John Wolf. ▼*



## LETTERS TO THE EDITOR

### Metro subsidies

Dear Editor:

I read with great interest Deputy Secretary of State Strobe Talbott's outstanding speech on the Department's "mission and the global environment" reprinted in the November/December issue of *State Magazine*. Secretary Christopher's and Deputy Secretary Talbott's effort to "move environmental issues into the mainstream of American foreign policy" is certainly both right and necessary.

Mr. Talbott reports that the Secretary "hopes to ensure that a new, sustained emphasis on the environment will permeate the way we do business at the State Department across-the-board, . . ." One small but real way for us to demonstrate the Department's across the board environmental commitment is to provide public transportation subsidies to State employees. For several years, numerous U.S. government agencies have been providing small subsidies to employees to encourage the increased and continued use of public transportation for commuting to work. State has not joined this effort.

As State increases efforts to protect the global environment, the Department should support the same agenda at home in America. If more U.S. government agencies and businesses successfully promoted the use of public transportation, our nation's environment would be significantly improved.

**Daniel P. Sheerin**  
Administration

**Ed. Note:** *The State Department first reviewed the issue of transportation subsidies in 1991 when the Comptroller General ruled that a 1990 federal law authorized agencies to use appropriated funds for employees using mass transportation for commuting. The Department revisited the issue again in 1995 during a Strategic Management Initiative exercise. In each case, the Department decided that, due to diminishing resources and competing demands for other quality of life investments, it could not afford to initiate this program. The subject of subsidies is also an issue for prospective participants in the President's Welfare to Work Initiative.*

### Athens marathon

Dear Editor:

I read with interest the article in your March issue by Anita S. Booth about embassy and other American community members participating in the Athens marathon last year. Running over the route taken by Pheidippides some 2,300 years ago, starting in the village of Marathon and finishing in the 100-year-old marble stadium in Athens, is quite an experience.

The modern marathon takes its name and official

distance from the event over this course in the 1896 Olympic Games. The present-day Athens International Marathon began in 1955 and was held every two years. The fifth race was held May 19, 1963 and had two Americans among the 30 entrants. Leonard "Buddy" Edelen of the United States won the race in a new record time of 2 hours, 23 minutes, 6.8 seconds. The other American, the USIS press officer, heeded the plea of his son, "Don't be last Dad," and finished 21st in something over four hours.

That was my last marathon. I had earlier taken part (I can't say competed) and finished marathons during my Foreign Service career in Finland, twice in Boston (while with VOA in New York) and the 54-mile Comrades Marathon in South Africa in 1955.

**Allan Nelson**  
Monte Rio, Ca

### Recruitment's web site

Dear Editor:

PA's informative article, "Accent on Outreach," in the May issue, discusses how the Department is using the Web. The Web is also changing how we recruit. The "Career" site of [www.state.gov](http://www.state.gov) can help employees and retirees help us publicize how interested applicants can use this excellent resource.

In the year since the site's appearance, we've had over 105,000 hits to our web site, [www.state.gov/www/careers/index.html](http://www.state.gov/www/careers/index.html). People want information about Foreign and Civil Service career opportunities and Student/Intern programs. They can print or download these topics and information on the Foreign Service Officer Exam, Foreign Service Specialists and Student Employment/Internship vacancy announcements and application forms. The site is updated periodically and encourages people to use the information to pursue a career in the most interesting work in the world. The site has reduced the number of requests for career information to the Department.

Visitors can sign our "Guest Book" and tell us how they like the site. Here are some of their comments:

*"I am very pleased to read everyday the latest news from the Department of State. I can see in a reality of the world what I have been learning in my university. Reading your pages really helps me prepare for my future career in foreign affairs."*—Athens, GA

*"I am thrilled to find your web site! Thanks for taking the time to do it."*—Chattanooga, TN

**Marcia Frost**  
Chief, Recruitment Division



# State, USAID observe public service week

BY CARL GOODMAN

**"World peace is one of the most important contributions that Department employees can make to America."**

The State Department and the Agency for International Development observed Public Service Recognition Week, May 5-10, with a variety of activities emphasizing the contributions of the Foreign Affairs family to America's security and welfare.

State's Director General of the Foreign Service and Director of Personnel, Anthony C.E. Quainton, said the theme for the week, *Public Service and World Peace*, was very appropriate. "World peace is one of the most important contributions that Department employees can make to America," the director general told those assembled in the Dean Acheson Auditorium.

Secretary of State Madeleine K. Albright, traveling in Latin America with the President, sent a message read by Undersecretary for Global Affairs Timothy Wirth. In it, the Secretary said, "My respect for the employees of this Department—the men and women of our Foreign and Civil Service, for those who represent our country abroad and for our Foreign Service Nationals—grows each day that I have the honor to serve as Secretary of State."

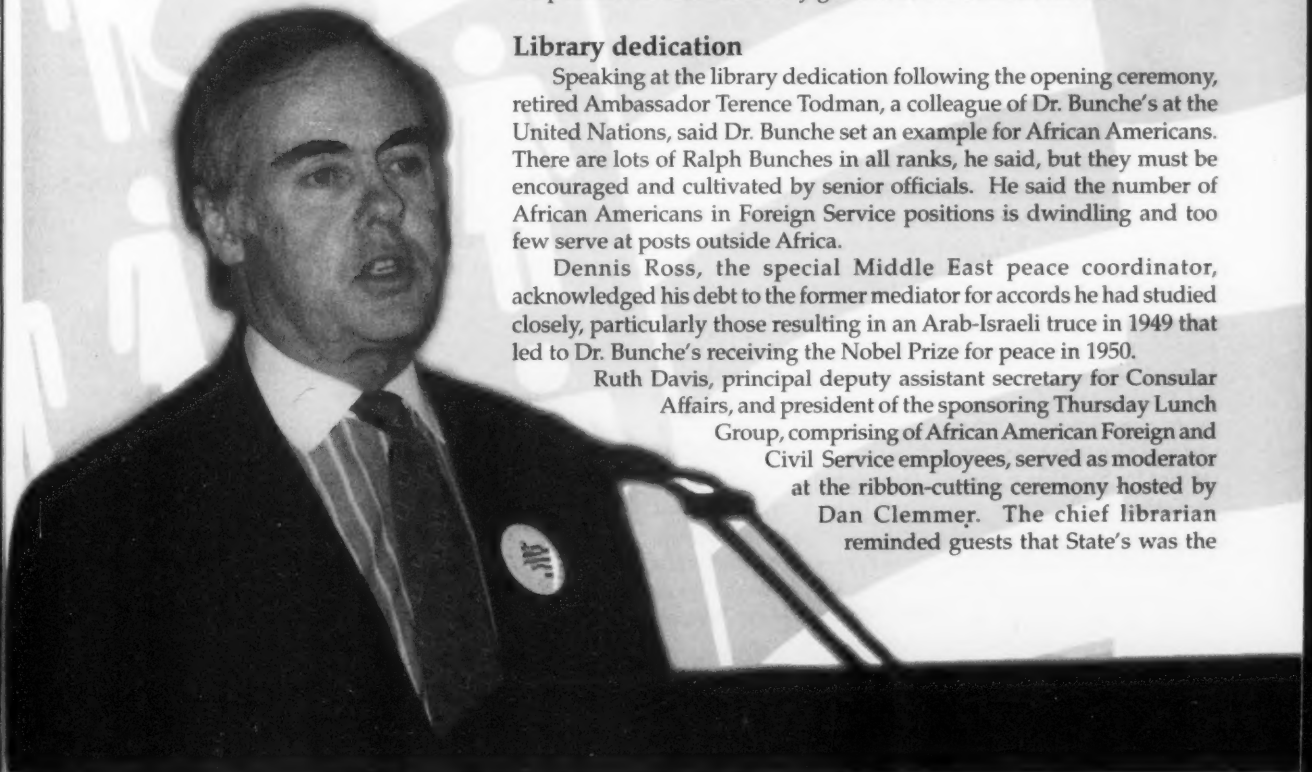
Public service, the Secretary said, "requires a sense of optimism and conviction." She said Ralph Bunche, in whose honor the Department's library was dedicated May 5, displayed these traits 50 years ago from his position as undersecretary general of the United Nations.

## Library dedication

Speaking at the library dedication following the opening ceremony, retired Ambassador Terence Todman, a colleague of Dr. Bunche's at the United Nations, said Dr. Bunche set an example for African Americans. There are lots of Ralph Bunches in all ranks, he said, but they must be encouraged and cultivated by senior officials. He said the number of African Americans in Foreign Service positions is dwindling and too few serve at posts outside Africa.

Dennis Ross, the special Middle East peace coordinator, acknowledged his debt to the former mediator for accords he had studied closely, particularly those resulting in an Arab-Israeli truce in 1949 that led to Dr. Bunche's receiving the Nobel Prize for peace in 1950.

Ruth Davis, principal deputy assistant secretary for Consular Affairs, and president of the sponsoring Thursday Lunch Group, comprising of African American Foreign and Civil Service employees, served as moderator at the ribbon-cutting ceremony hosted by Dan Clemmer. The chief librarian reminded guests that State's was the





Speakers during Public Service Recognition Week included, from left: OPM director **Jim King**; special envoy **Dennis Ross**; Ambassador **Terence Todman**; Director General **Anthony C.E. Quainton** and Ambassador **Ruth Davis**.

first federal library and survived even the British torch. Cutting the ribbon to mark the dedication of the library in honor of Dr. Bunche were daughter Joan Bunche, Ambassador Todman and Patrick Kennedy, acting undersecretary for management.

Brian Urquhart, former undersecretary for special political affairs and Dr. Bunche's official biographer, spoke briefly at the ceremony as did Mr. Kennedy and Tex Harris, president of the American Foreign Service Association.

*Ralph J. Bunche Library*



Cutting ribbon opening Ralph Bunche Library are, from left, **Pat Kennedy**, **Joan Bunche** and **Terence Todman**.

**Courtyard ceremony**

In a courtyard ceremony following the library's dedication, Jill Buckley, assistant administrator for legislative and public affairs at USAID, joined Director General Quainton in expressing thanks and appreciation for the contributions of the foreign affairs family to sustaining America's strength and welfare. The director general also presented the Public Employees Roundtable Award for Excellence, in the international affairs category, to Katherine Peterson, managing director of the Bureau of Consular Affairs' Office of Overseas Citizen Services. Guest speaker for the occasion was U.S. Representative James Moran of Northern Virginia, a Democrat whose district includes many federal employees. Those attending were treated to music and food.

**Annual awards presented**

The Department held its annual awards day May 6 during a ceremony in the Benjamin

Franklin Room where Acting Secretary Strobe Talbott presented some 20 awards for initiative and success in such varied areas as reporting and trade (see related story). The director general announced the awards and read the citations.

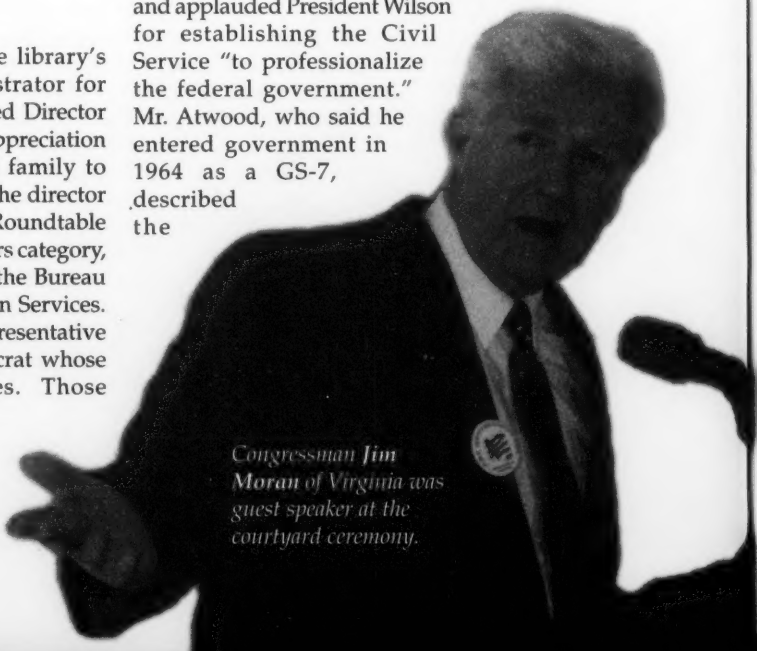
**Civil Service day**

The Civil Service program May 7 featured a number of speakers affirming the contributions of Civil Service employees to the foreign affairs mission. Ombudsman Ted Borek and AFGE State/USAID President Fern Finley moderated the event in the Dean Acheson Auditorium.

Director General Quainton, who spoke on the role of the two services, described the observance as a "wonderful week" set aside to pay tribute to employees of the Civil and Foreign Service and to Foreign Service Nationals. He said the Department is committed to "reaping the best" of both services and to recruiting and advancing people on merit. He encouraged his audience to think of the Department "as one unit" with new responsibilities and challenges and "to claim ownership of our mission."

**Civil Service is 'touchstone'**

J. Brian Atwood, USAID administrator, said he had never met "a faceless bureaucrat" and applauded President Wilson for establishing the Civil Service "to professionalize the federal government." Mr. Atwood, who said he entered government in 1964 as a GS-7, described the



Congressman **Jim Moran** of Virginia was guest speaker at the courtyard ceremony.

## PUBLIC SERVICE RECOGNITION WEEK



*State employees and their family members applaud during the ceremony in the Benjamin Franklin Room.*

Civil Service as "the touchstone of our government." He said the foreign affairs agencies must become "a closer knit community" in the coming months and years.

Mr. Atwood presented the first annual George C. Marshall Award to Jerome Wolgin, director of the Office of Sustainable Development in USAID's Bureau for Africa.

Kitty Peddicord, director of AFGE's women's department, said federal employees are as committed to their work as private sector workers and cited numerous examples of how government employees make a difference in the lives of American citizens and those abroad. She spoke on behalf of AFGE national president John Sturdivant who was out of town.

Mr. Kennedy said Thomas Jefferson, the first Secretary of State, had one employee—a civil servant. "We are a unique partnership of complementary strengths," Mr. Kennedy said, "and must work together." He cited former Secretary Warren Christopher's reminder that we all serve on "the America's desk."

Following the indoor program, attendees adjourned to the courtyard for music and food.

The Public Service Recognition Week observance



*Katherine Peterson, right, managing director of the Office of Overseas Citizens Services, accepts Public Employees Roundtable Award from Director General Anthony Quinton.*

continued through May 10, with State and USAID exhibits on the National Mall, presentation of the Foreign Service National of the Year on Thursday and Foreign Service Day on Friday (see related stories).

President Clinton, who was traveling in Latin America, said, "I am one of this nation's best known public employees. I am proud to join America's many federal, state and local employees in celebrating Public Service Recognition Week." □

*Left and below: Employees enjoying themselves in the courtyard on Monday during PSRW.*



# Foreign Service Day Highlights

BY BARBARA QUIRK

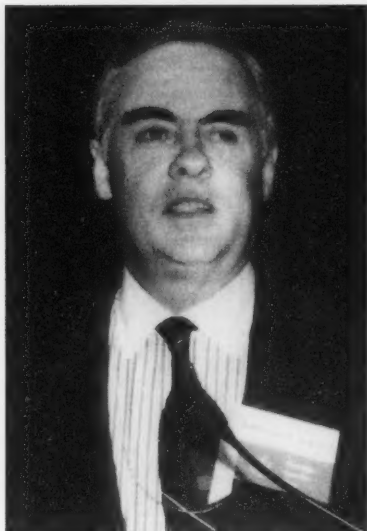
**T**he 32nd annual Foreign Service Day was commemorated in the Department May 9 with awards going to two retired Foreign Service officers—Charles Stuart Kennedy Jr., now director of the Foreign Affairs Oral History Program, who received the Foreign Service Cup, and Terence A. Todman, a six-time ambassador, honored with the Director General's Cup.

The "homecoming" was attended by nearly 400 retired Foreign Service officers and their spouses from across the nation. The event was sponsored by State; the American Foreign Service Association (AFSA); Diplomatic and Consular Officers, Retired (DACOR); and the Association of American Foreign Service Women (AAFSW).

Director General Anthony Quainton addressed the alumni at a luncheon in the Benjamin Franklin Room. Timothy Wirth, undersecretary for global affairs, and Department spokesman R. Nicholas Burns also spoke during the day.

In addition, four seminars were offered on foreign affairs and management issues.

The day got under way with welcoming remarks from Mr. Quainton, who also served as master of ceremonies. He read a message from President Clinton and



asked the audience to observe a moment of silence for Foreign Service officers who died in years past while serving their country. He then introduced Edward Rowell, vice president of AFSA; Joan Clark, president of DACOR; and Christine Zarr, president of AAFSW, who updated their organizations' activities.

Mr. Quainton gave the alumni an overview of the "state of the Foreign Service." He said that about 7,000 Foreign Service officers and specialists serve in the Department today, supported by about 8,000 FSNs. Last year, nearly 9,600 people took the Foreign Service exam; only about 145 will be hired. Twenty-five percent were minorities and about 36 percent were women. Incoming officers will have "new, global" responsibilities, the director general said, including containing transnational threats.

*Above: Director General Anthony Quainton, luncheon speaker and master of ceremonies.*

*Left: Department spokesman R. Nicholas Burns, afternoon plenary speaker.*

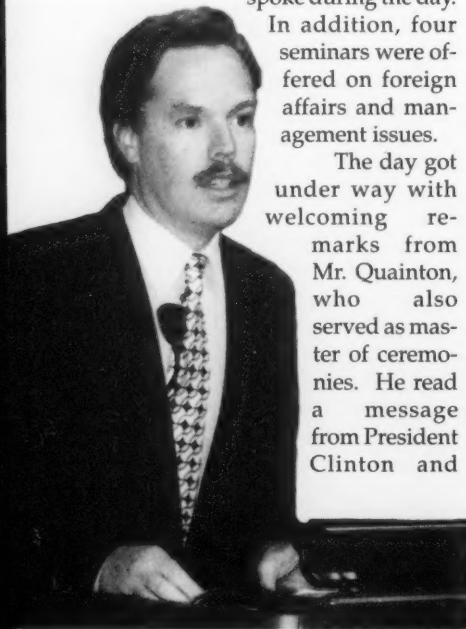
*Right: Charles Stuart Kennedy Jr., winner of the Foreign Service Cup.*

## Taking the lead

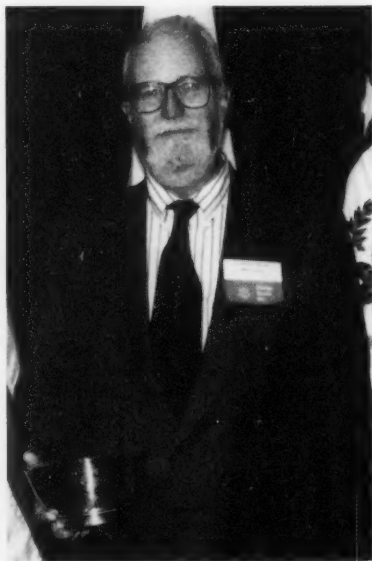
Undersecretary Wirth, the morning's keynote speaker, echoed a similar theme, addressing the alumni on the U.S. global agenda at the end of the 20th century. The Department must increase its emphasis on efforts to control the world's population, he said, which has tripled since the 1930s, and strengthen attempts to limit global climate changes engendered by fossil fuels. Noting that U.S. coastal areas may be under water by the end of the next century if transnational treaties to contain the effects of pollution go unsigned, the undersecretary asked, "If we don't take the lead in addressing these issues, who will?" He added, "This is why the job of persuading the American public about our agenda is so important."

## A trailblazing historian

Award ceremonies for the cup winners and family members, including outstanding teens, followed Mr. Wirth's remarks. Mr. Kennedy received the Foreign Service Cup from DACOR's Joan Clark for "almost single-handedly beginning,



*Photo by Shawn Moore*



*Photos by Ann Thomas*

nurturing and presiding as director of the Foreign Affairs Oral History Program."

His citation said, in part, "Although his formal career ended in 1985, it continues in an equally important context. During the past decade, under Mr. Kennedy's guidance, the oral history program has amassed over 1,100 interviews, with many more added each year, covering personal views of events as far back as the 1920s.

#### Reach out to the public

"The involvement of (the) Foreign Service in events is often either not recorded or neglected with the passage of time. Now under the auspices of the Association of Diplomatic Studies and Training, a priceless archive of individual experiences has been recorded, transcribed, catalogued and made available in several locales for historians, news people, diplomatic practitioners and history buffs."

In accepting his award, Mr. Kennedy said that he was the first former consular officer to receive the cup. He called his historical work a "joint activity," asking those in the audience who had participated in his program to raise their hands. (Several dozen responded.) He invited those who had not volunteered to do so. "Don't save your memoirs for your children. Reach out to the public and to the next generation of the Foreign Service."

#### 'Leadership and vision'

Mr. Todman, who received the Director General's Cup from Anthony Quainton, was hailed for "a lifetime of dedicated service, leadership and vision." Before reading the ambassador's citation, the director general read a letter from the governor of the Virgin Islands commending Mr. Todman "as a distinguished native son."

His citation said, in part, "When Ambassador Todman retired after a long and distinguished career, he continued to pursue his efforts on behalf of American international interests.



He has involved himself in a wide range of government and professional organizations. He has devoted considerable attention to encouraging the National Academy of Public Administration (NAPA) to increase its focus on international affairs and to include among its membership as fellows foreign affairs professionals. His work on a NAPA panel helped sharpen attention of the global positioning system, and he has provided oversight for the establishment in Tbilisi of an institute of public administration. The institute already has produced two classes of graduates who are employed throughout Georgia."

The ambassador was hailed, too, for strengthening trade, tourism and investment ties between the United States and Argentina, and for serving as a mentor in retirement to other Foreign Service officers. The director general noted: "A large number of those he has tutored have advanced to senior positions, with about a dozen becoming ambassadors."

Mr. Todman thanked "so many, whom I only see on this day every year," including an Argentinean colleague who had

*Above: Terence A. Todman, winner of the Director General's Cup.*

*Right: Timothy Wirth, undersecretary for global affairs, morning plenary speaker.*

traveled from Buenos Aires for the event. Acknowledging his continuing international work, the ambassador said, "You can take the officer out of the Department, but you can't take the Department out of the officer." He urged his fellow retirees to remain active in highlighting the Department's causes. "The Foreign Service will always play a role in the global community, but we don't have the support we need. We need people who understand our policies to build our constituency."

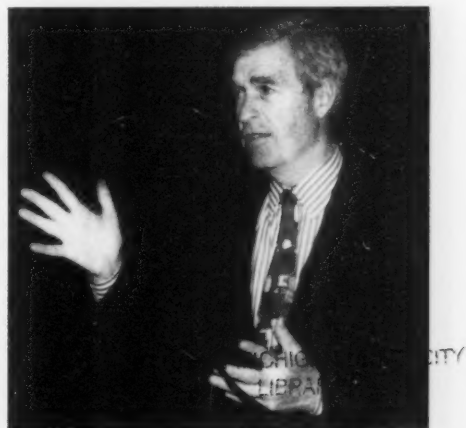
#### 'Points of light'

Other honors went to Foreign Service family members who aided their communities and to Foreign Service teens who earned college scholarships.

Six received the Secretary of State Awards for Outstanding Volunteerism from AAFSW's Christine Zarr:

**Fatima McKinley**, Maputo  
**Ann Ingraham**, La Paz  
**Thanh Mai Bertotti**, Phnom Penh  
**Merlyn McCartney**, Sofia  
**Paco Cosio-Marron**, Damascus  
**Marilyn Edwards**, New Delhi

Ms. McKinley, wife of charge P. Michael McKinley, raised funds and supervised improvements to a school for underprivileged children in Maputo. After learning that nearly half of school-age children in Mozambique's capital cannot find space in the city's schools, she organized a charity ball and another drive



at the international school. She purchased building materials and organized parents and workers at the school to build three new classrooms, lighting, latrines and a library.

### Clothing the needy

Ms. Ingraham, medical supply officer in La Paz and wife of political officer Russell Ingraham, aided children in Bolivia, the second poorest country in the hemisphere. Using her background as a pediatric nurse, she improved nutrition and child development at a large orphanage and contained an outbreak of scabies. She was also instrumental in raising adoption rates, nearly halving the number of children remaining at the orphanage on a long-term basis. Other efforts included changing bandages of patients at a burn unit and assisting doctors in performing reconstructive surgeries.

Ms. Bertotti, wife of AID's Tim Bertotti, collected and donated over two tons of clothing to disadvantaged groups in Cambodia, often anonymously. In one case, when a fire swept through a squatter community in



Members of Thanh Mai Bertotti's family, with the Director General, center. Ms. Bertotti, one of the winners of the Secretary's Award for Outstanding Volunteerism, was unable to attend.

Phnom Penh, she arrived within an hour to distribute clothing to 195 families, at considerable risk to herself. She was also commended for sharing her extensive library of Buddhist books and recordings in a coun-

try where many such documents have been destroyed by the Khmer Rouge.

Ms. McCartney, mother of Rose Likins, the deputy chief of mission in Sofia, organized U.S. support for a soup kitchen for impoverished pen-

## Greetings from the President

**W**arm greetings to the men and women of the United States Foreign Service as our nation observes Foreign Service Day.

Yours is a service with a long and honorable past. In 1789, the Department of Foreign Affairs, later known as the Department of State, was the first executive department to be created by our young nation's Congress. Much has changed in the intervening centuries, but the commitment of America's diplomats to ensuring our security and prosperity and to protecting and promoting American interests abroad has remained constant.

Steadfast American leadership over the past half-century created the great institutions of international

cooperation that helped secure peace and prosperity for our people and, ultimately, win the Cold War. Now we have the opportunity—and the responsibility—to build new frameworks, partnerships and institutions that will solidify these gains and create a better world for future generations. This moment of great challenge and promise calls for continued American leadership and engagement in the world. Together with other nations, we are working to promote peace, democracy and free market reform while fighting new threats that respect no borders: terrorism, proliferation of international crime, drug trafficking and environmental degradation.

Our success depends on our diplomatic readiness and on your

commitment as members of America's Foreign and Civil Service. At home and in more than 160 countries around the world, you labor to protect America's interests and advance our ideals. Whether working to bring peace to troubled lands, promoting U.S. exports, maintaining strong relations with our allies, mobilizing support for arms control agreements, or caring for U.S. citizens abroad, your skill and spirit are the pride of our nation.

On this Foreign Service Day, I salute all Foreign Service professionals, active and retired, for your dedication to America and to promoting our vital interests around the world. Best wishes to all for a memorable observance. □

sioners in Bulgaria. She solicited contributions and coordinated volunteers who fed 200 retirees during an exceptionally harsh winter. The deputy chief of mission's mother was also hailed for serving as a backup CLO and commissary manager and for assisting the Anglo-American School and non-native English speakers.

Mr. Cosio-Marron, husband of Greta Holtz, the consul general in Damascus, chaired the board of the Damascus Community School and spearheaded a review of the school's finances, reducing the school's long-standing budget deficit. He was credited with acquiring a first-time accreditation for the high school program. Mr. Cosio-Marron also led reforms at a pre-kindergarten school, served as treasurer of the embassy employees' association and organized social activities for Americans.

Ms. Edwards, wife of USAID's Corwin Edwards, operated the American Women's Association thrift shop in New Delhi and served on the association's outreach committee, which donated proceeds to lepers, street children and other needy persons in India. She was lauded, too, for volunteering at the association's library and for visiting women in jail and children at Mother Teresa's orphanage.

#### Merit scholars

Thirty-three high school seniors received merit scholarships from AFSA and AAFSW for academic and artistic achievements. The awards this year honored the women's association's annual book fair, which donates part of its proceeds each year to the scholarship fund.

Twenty seniors earned \$1,000 scholarships for academic efforts: Margaret Blabey, Jeffrey Brown, Catherine Christian, Amy Donohue, Madeline Farbman, Sarah Frasure, Samuel Goldman, Erin Hamilton, Jeffrey Hutchens, Michael Krug (who also earned honorable mention for best essay), Meaghan Leonnig, Robert Pearson, George Reasonover, Jennifer Robinson, Arthur Rosenberg, David Roth, Claire Shinkman (who also took honorable mention in the artistic category), Alexandra Sperling, Dirk Van Den Bos and Howard Wulsin. Brian Bensky also received \$1,000 for outstanding artistic effort.

Eight other teens earned honorable mention for academic work and \$200 each: David Brims, Jessica Bucalo, Elena Diffily, James Huff, Reginald King, Jacob Kurtzer, Meghan Nolan and Felicia Williams. Claire Jansen and Andrea Vaughn each received \$100 for community service. Kamilah House won \$200 for "best essay"; her story along with

second-place winner Michael Krug's, will be published in the *Foreign Service Journal*.

#### Frank talk at luncheon

At the afternoon luncheon in the historic Benjamin Franklin Room, the director general spoke on the future of the Foreign Service. Noting that the President in his Foreign Service Day message addressed the threats of terrorism, narcotics and crime, he told the alumni, "The agenda in your careers was different—two powers competing for zero-sum gains. There were challenges, but the parameters and choices were clear. After the break-up of the Soviet Union, we had to ask our Foreign Service officers to adjust to a new agenda."

#### Facing reality

Despite today's global threats, we are "still recruiting people who are learning from the old agenda," the DG said. "Too many are graduating from schools that still view international affairs in bilateral terms. Not enough schools emphasize transnational issues, such as the wide impact of immigration."

*Below: Merit scholarship winners, from left: Alexandra Sperling, Erin Hamilton, Dirk Van Den Bos, Arthur Rosenberg and Claire Shinkman.*



Exam takers, therefore, have "old"—rather than "new," or realistic—expectations of the Department, he said. Today's officers must exhibit "flexibility," the director general said, by becoming willing to "move across conal lines," embracing non-traditional assignments in the new environmental specialties. The Department, too, must demonstrate greater flexibility, Mr. Quanton said, by upgrading information management technology, strengthening overseas schools and bolstering family-friendly programs, including elder care.

#### 'We have seen the enemy, . . .'

The afternoon's lineup featured seminars led by Department principals in their areas of expertise. Mr. Burns gave the plenary address on the importance of public diplomacy. Mr. Burns said, in part, "There are three factors that make the achievement of a clear American vision for the next

century in foreign policy difficult. The first is, by and large, the American people don't understand what the State Department does. The second is resources; since 1984 we have suffered a 51 percent reduction in appropriations. The third problem is (that) we have seen the enemy, and the enemy is ourselves.

"Most of us don't think that public diplomacy is important," the spokesman said. "We don't think it's part of our job. We need to tell junior officers, 'We're going to assess how you do, in part not just by what you write in your memos, but how often you get out and explain what you're doing, beyond this building, beyond the Beltway, into the rest of the country.'"

Mr. Burns described his bureau's efforts to increase the Department's public profile, including town meetings, an Internet site and increased radio, television and press coverage. He invited retirees to contact him di-

rectly. "If you have a story or an artifact from your career, feel free to call or e-mail me and give me your ideas."

Other seminars included the future of NATO, by John Kornblum, assistant secretary for European and Canadian affairs; Department resources in the 21st century, Patrick Kennedy, acting undersecretary for management; diplomacy in the information age, USIA's Barry Fulton; and current Balkan issues, Nancy Ely-Raphael, coordinator for the Balkans.

Throughout the day, alumni reminisced with colleagues about their assignments overseas and in Washington. They obtained literature from the sponsoring organizations and toured the eighth floor. In connection with the day's activities, AFSA sponsored an evening reception at the Foreign Service Club. □

*The author is deputy editor of State Magazine.*

## An idea whose time had come

**T**he idea for naming the Department's library in honor of Dr. Ralph J. Bunche during Public Service Recognition Week didn't emerge from a presidential commission or Department committee as is usually the case in Washington.

It came instead from within the ranks—an employee inspired by the peacemaker's vision of and commitment to human dignity.

"Dr. Bunche has always been a hero of mine," commented Nicole M. Peacock, a Public Affairs Bureau employee, "and I thought it only fitting that something in the Department bear his name." Dr. Bunche was a State employee shortly after World War II before joining the United Nations, an organization he helped plan.

She shared her idea with the American Foreign Service Association. AFSA, in turn, presented it to the Thursday Lunch Group, comprising of African American employees in the Foreign and Civil Service. She was ultimately

encouraged to contact officials planning Public Service Recognition Week. The idea got a warm reception from the group and the dedication began to proceed after that.

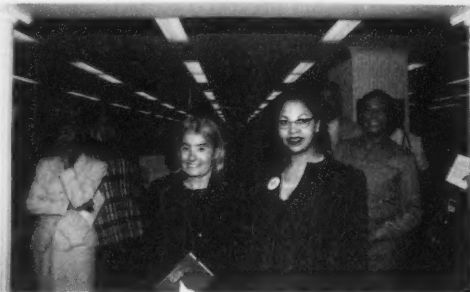
A lot of work went into making the dedication happen, as planned, on May 5. For Ms. Peacock, a native of San Francisco and graduate of the University of Exeter in England, however, the Bunche project was a "labor of love." She regrets that Secretary Albright was traveling in Latin America and unable to participate

in the occasion. "Their careers are so complementary."

She was gratified that special envoy Dennis Ross was able to attend. A graduate of UCLA, Dr. Bunche's alma mater, Mr. Ross credited the late statesman's early peace negotiations between the Israelis and Palestinians as influencing his work in the region today.

Photographs highlighting Dr. Bunche's career are on exhibit at the Ralph J. Bunche Library, open Monday through Friday, from 8:30 a.m. til 5 p.m. — CARL GOODMAN

*Ralph J. Bunche Library*



*Joan Bunche, left, and Nicole Peacock at the dedication of the Bunche Library.*





## Outstanding teens recognized

Young volunteers are honored in the Treaty Room by Director General Anthony Quinton, fourth from left.

BY BARBARA QUIRK

Ten Foreign Service teens were honored for their volunteer efforts by the Director General in a ceremony in the Department's Treaty Room May 8. The Foreign Service Youth Foundation, with support from the Association of American Foreign Service Women, sponsored the awards.

The three top winners, who received \$200 savings bonds, were, Tamar Losleben, 15, daughter of Connie Johnson, an AID officer in Cairo; Kristofer Stice, 18, son of Edwin Stice, the Peace Corps director in Suva; and Patrick White, 18, son of Pamela White, a USAID employee in Pretoria.

Tamar Losleben was singled out for her commitment to a boys' orphanage in an impoverished area of Cairo. She organized a fund-raising drive at her school to supply the orphanage with art and school supplies and developed a program that distributed toothbrushes, toothpaste and low-cost dental care. Her efforts at the orphanage have earned her the title of "binti"—our sister.

Kristofer Stice was selected for his role in organizing International Volunteer Day, which united all volunteer

organizations in Fiji for a day of painting, cleaning, gardening and socializing at elderly persons' homes, orphanages and hospitals. Kristofer was also cited for providing AIDS education to young people in Fijian villages and for reaching out to shut-ins in Suva.

Pretoria's Patrick White founded the Culture Club, an organization celebrating the 23 nationalities represented at his school in Johannesburg.

Patrick was also recognized for aiding children with cancer at a hospital in Soweto and for several efforts in the United States, including assisting the elderly in Reston, Va., and Inuit dental patients at a remote location in Alaska.

Four others were chosen for awards of "high commendation"—Cynthia Bruno, for performing magic acts for children and the elderly in Athens and San Jose;

Edward Finn, for assisting Bosnian refugees in Zagreb; Jacob Kurtzer, for organizing youth services at his synagogue in Silver Spring, Md.; and Liz Ruedy, for her role in reopening a teen center in Moscow.

Three others received "honorable mention"—Cassandra Beltz, London; Patrick Kelly, Havana; and Shandon Quinn, Alexandria, Va. □



Tamar Losleben with children at Cairo orphanage.

# State's 'best and brightest' singled out for recognition

BY BARBARA QUIRK • PHOTOS BY BOB KAISER

**T**wenty of the Department's top employees were honored by Deputy Secretary Strobe Talbott and Director General Anthony Quainton at a ceremony in the Benjamin Franklin Room May 6. The employees—who ranged from secretaries to deputy chiefs of mission—were named best in their fields and received the Department's highest awards. Most traveled from post to attend the event. The winners and their achievements are:

**James Howard Yellin**, Bujumbura, *Baker-Wilkins Award for Outstanding Deputy Chief of Mission*. Mr. Yellin led the embassy in Burundi during last year's coup. The charge was credited with forcefully advocating U.S. positions and effectively maintaining the post despite a drawdown. "He made it absolutely clear that all assistance programs would be stopped if large-scale violence (ensued)," the nomination reported. "As a result, many analysts believe the coup was delayed for some months, and when it did occur, violence was avoided." During the drawdown of mission personnel, Mr. Yellin helped those who wished to leave find onward assignments while bolstering the morale of those who remained. "His managerial style made it possible for the mission to function despite staffing shortages and a total international embargo," the nomination said.

**James D. Browning**, financial systems officer, ICASS, *Chief Financial Officer's Award*. Mr. Browning developed and installed the new cost distribution system. The program manages \$600 million in shared administrative costs to support 260 missions abroad. Thanks to Mr. Browning's innovations, the Department "for the first time will know the true cost of providing service(s)," the nomination said, "and thus be able to assess participating agencies an equitable share of the costs."

**Brian S. Hallman**, deputy director, Office of Marine Conservation, *Warren M. Christopher Award for Outstanding Achievements in Global Affairs*. Mr. Hallman played a "pivotal role" in developing international oceans policy and resolving numerous marine resource issues. He was

credited with negotiating large-scale agreements to protect dolphins and sea turtles, mediating jurisdictional disputes between U.S. and Pacific island nation fishing fleets and formulating sanctions for countries that violate conservation safeguards. At a time when global issues are rising to the forefront of the international agenda, Mr. Hallman is "recognized in the marine community as a leader in the field," the nomination said.

**A. Elizabeth Jones**, ambassador to Kazakstan, and **Michael J. Delaney**, economic section chief, Helsinki, shared *Charles E. Cobb Jr. Award for Initiative and Success in Trade Development*. Ms. Jones laid the groundwork for U.S.



From left: Patrick F. Kennedy, Ruth Ann Whiteside and Ronald M. Grider.

commercial interests in a former Soviet republic still struggling to make the transition to a market economy. She was commended for fostering improvements to Kazakstan's investment climate and for supporting American companies, including U.S. gas and oil interests. "American businesses see her as an advocate who works the phones tirelessly. The government of Kazakstan sees her as an honest broker who will find a positive solution—one that allows the parties to keep working together," her nomi-

nation stated.

Mr. Delaney demonstrated "exceptional initiative" in mobilizing his mission's resources to promote U.S. business in Finland. He was credited with combining the post's economic and commercial functions into one section to nurture a \$4 billion bilateral trade account. His efforts resulted in a \$300 million sale to Finnair and \$32 million sale to the Finnish Air Force, among others. Lauding Mr. Delaney's "24-hour, at your disposal" policy toward American companies, the nomination said, "He is usually their first stop in town, and they actively seek his advice before they arrive. His work provides a model of how small embassies can aggressively promote U.S. business abroad."

**Mary F. Martinez**, regional personnel officer in Canberra, *Director General's Award for Excellence in Personnel Management*. Ms. Martinez improved personnel operations by instituting in-house training seminars,

strengthening the post awards program, developing EEO programs and implementing RIFs in a sensitive manner. "When Mary arrived at post, personnel operations were considered extremely weak by management," her nomination reported. Her "revitalization" has earned her the "respect and admiration" of both FSNs and American employees.



From left: Vincent Kirk Bennett, James Howard Yellin, William A. Eaton and Michael Delaney.

**Vincent Kirk Bennett**, political officer in Moscow, and **Alice G. Wells**, political officer in Riyadh, co-winners, *Director General's Award for Reporting and Analysis*. Mr. Bennett brought "a light, trenchant and graceful writing style to a set of complex issues" in Russia. He provided a "much-needed sense of proportion, focusing on long-term trends" in what the nomination called a bewildering year in Russian politics, including the Chechnya conflict and President Yeltsin's prolonged illness. The analyst was praised, too, for "richly sourced" think pieces, based on a diverse network. "Few officers at any level in the Service can match Kirk in analytical skills, policy judgment and common sense," the nomination concluded.

Co-winner Wells was commended for what the post called "superbly documented and eminently readable" reportage compiled in "arguably the globe's most chauvinistic society." She was cited for penetrating the workings of the Saudi royal family to draft a series of reports on how different branches of the clan compete. Ms. Wells was also lauded for her insights on terrorist groups associated with attacks on U.S. military personnel in Saudi Arabia. "Her reporting influenced two ambassadors and helped guide Washington's approach during an extremely sensitive period," the post wrote.

**Carey E. Cavanaugh**, political officer in the Office of Southern European Affairs, *James Clement Dunn Award* (for mid-level Foreign Service officers). Hailed as a "firefighter," Mr. Cavanaugh wears two hats—director for Southern Europe and acting special Cyprus coordinator. He was cited for lessening tensions between Turkey



From left: Teddy Taylor, Gale L. Gray, Brian Hallman and A. Elizabeth Jones.

and Greece, including securing the postponement of a missile base on Cyprus and the threat of Turkish retaliation. Mr. Cavanaugh gained the support of both sides in backing a set of U.N. proposals intended to lower the risk of violence in the region. His "deft handling" of the situation served to "defuse a crisis atmosphere," the nomination said. "These tasks kept him engaged in front-burner diplomacy unprecedented for an officer of his grade."

**Ruth Ann Whiteside**, acting director of the Foreign Service Institute, *Equal Employment Opportunity Award*. Ms. Whiteside was cited for her role in resolving two long-standing class action suits filed by African Americans and women in the Department. She was hailed for "innovative negotiating tactics" and "tenacious, day-to-day leadership" at the Council on Equality in the Workplace, a group she helped form to monitor and advance EEO practices at State. She was credited with developing many of the team's reforms, including a plan that mandates EEO training for managers. "It's fair to say that Ms. Whiteside's efforts impact on every employee," the nomination stated. "Settlement of the lawsuits involved changes to Department evaluation, award, assignment and training practices," the nomination added.

**Luigi R. Einaudi**, special envoy for the Ecuador-Peru border dispute, *Robert C. Frasure Memorial Award*. Mr. Einaudi was honored for his role in brokering a cease fire in the centuries-old territorial dispute in South America.

When the conflict flared into armed hostilities in 1995, the ambassador acted quickly to mobilize the "four guarantors" (the United States, Argentina, Brazil and Chile) that ended a costly war between Ecuador and Peru in 1941. "Under his leadership," the nomination reported, "the guarantors induced the parties to agree to a cease fire, created a military zone, demobilized thousands of troops and created a mili-

tary observation mission to oversee the agreements." Thanks to Mr. Einaudi's efforts, "no shooting incidents have erupted for more than 18 months, and the parties have begun the first talks in more than 50 years to resolve the issue," the nomination said.

**William A. Eaton**, administrative officer in Ankara, *Leamon R. Hunt Award for Administrative Excellence*. Mr. Eaton established ICASS at the embassy in Turkey, implemented acquisition and training plans, oversaw improvements in telecommunications and construction projects and consolidated mission housing. He was lauded, too, for establishing a telecommuting program and hammering out a bilateral employment program with the government of Turkey. His nomination hailed him as a "planner and an organizer who has taken on difficult administrative challenges."



From left: **George G. Lambert**, **Mary F. Martinez** and **Luigi R. Einaudi**.

**Ronald M. Grider**, information management specialist in Baku, *Thomas Morrison Information Management Award*. Mr. Grider was commended for keeping Baku's unique satellite terminal afloat, instituting new accounting procedures for telephone calls and faxes, revamping the post's radio program, launching the embassy's web page and creating an open net site that makes Baku "the most wired post in the world." The information manager's efforts "significantly raised embassy morale and customer satisfaction," the nomination said.

**Patrick F. Kennedy**, acting undersecretary for management, *Arnold L. Raphael Memorial Award*. Mr. Kennedy was nominated by 10 employees for his personal efforts in furthering their careers. His nomination said, in part, "Whether FSO, Civil Service, FSN, spouses or Schedule C, Pat seeks to bring out the best that individual has to offer. He always looks for opportunities to expose his subordinates to new experiences, situations or contacts. And he motivates others by example, by his willingness to tackle any task, no matter how large or small. Pat cares, and people know it."

**Michael J. McLaughlin Jr.**, administrative officer, Bureau of Administration, *Luther I. Replegle Award for Management Improvement*. The director of the ICASS Service Center was singled out for leading an administrative "revolution" in the Department. He trained thousands

of managers at a series of worldwide conferences, led a wide-ranging review of procurement and other financial issues and managed the analysis of the first ICASS budget process, a \$600 million account, the basis for a transfer of over \$100 million from State to other agencies. "Mr. McLaughlin has been the driving force behind our largest initiative to live within reduced budgets," the nomination reported.

**Mary Janice Fleck**, economic officer in Kuala Lumpur, *Herbert Salzman Award for Excellence in International Economic Performance*. Ms. Fleck linked host-country interests in Malaysia with advocacy of U.S. trade and aviation. The deputy U.S. trade representative said of the section she led, "Through their efforts we have achieved an important turnaround in market access for U.S. investments in the telecommunications sector." Ms.

Fleck was credited, too, with strengthening intellectual property rights and forging agreements that benefit U.S. airlines. "Not only will Northwest and other airlines be able to fly into Malaysia," the nomination said, "but the head of Malaysian Airlines has announced their intention to purchase 15 new Boeing aircraft."

**Terry Lee Baker**, Zagreb, *Foreign Service Secretary of the Year*. Ms. Baker, a runner-up for the honor last year, was cited for working 15-hour days at a short-staffed post, where she aided preparations for visits that included the President and several cabinet secretaries. She was commended, too, for handling arrangements after the air crash of Commerce Secretary Ron Brown and helping the embassy respond to congressional investigations on transshipment of arms to Bosnia. Her boss, Ambassador Peter Galbraith, said, "Like the best Foreign Service secretaries, she is much more. Terri is a splendid editor and a magician with my schedule."

**Gale L. Gray**, Bureau of Economic and Business Affairs, *Civil Service Secretary of the Year*. Ms. Gray was honored for supervising and revamping the bureau's orientation program for newcomers, arranging post-furlough briefings, taking charge of the swearing-in for the new assistant secretary on short notice and organizing a series of town hall meetings on diversity. In addition, she served as a backup for GSO, budget, personnel and com-

puter services. "She demonstrated the dedication, keen intelligence and positive spirit critical to getting the job done in a downsized environment," the nomination reported.

**George G. Lambert**, security officer in Sarajevo, *Security Professional of the Year Award*. Mr. Lambert was selected for bolstering security in war-torn Bosnia-Herzegovina. He lobbied for security upgrades at the post, including increasing the local guard force from 13 to 82 officers, protecting over 60 residences, countrywide anti-terrorism briefings and conducting an anti-mining team. He was praised, too, for arranging security for high-level delegations, including those of the President and Secretary, and for his role in organizing the first meetings of rival factions in Bosnia's civil war. "George has had a profound impact on the security environment at post,"

the nomination said, "and he has made the RSO's office a deeply respected part of the country team."

**Teddy B. Taylor**, consular officer in Budapest, *Barbara M. Watson Award for Consular Excellence*. Mr. Taylor was cited for innovations in consular operations at the embassy in Hungary. These included increasing the responsibilities and morale of FSNs and reaching out to the business and American communities in Budapest. He instituted procedures that lowered visa waiting periods, including same-day issuance for almost all nonimmigrant visas. "In a society still struggling to shake off the psychological legacy of 40 years of communism," the post reported, "Mr. Taylor's management style encourages initiative among the staff and fosters the expectation of efficient, courteous service among the Hungarian public." □



**FOREIGN SERVICE INSTITUTE**—Participants in the pilot personnel management course for FSN managers are, from left, first row: *Ousaphea Mao* (Phnom Penh), *Amani Al-Fakes* (Kuwait), *Ana Carolina D. Namburete* (Maputo), *Maria Rosa Chappuis* (Buenos Aires), *Ritha Maken* (Port Moresby), *Teresita C. Schaffer* (FSI director), Secretary of State *Madeleine K. Albright*, *Valeria Estella Tingbo* (Cotonou), *Ludmila Nazarova* (Dushanbe), *Caroline Soe Myint* (Rangoon), *Liaw Ling Hua* (Bandar Seri Begawan), *Alfredo Chong* (Managua). Second row: *Zvezdan Milovanovic* (Belgrade), *Charmaine Kularatne* (Colombo), *Mohamed A. Malahi* (Sanaa), *Claudette Boyd* (Kingston), *Hassina Sid-Ahmed* (Algiers), *Marie Frantlova* (Prague), *Valeriu Jalbu* (Chisinau), *Beryl C.M. Massiya* (Luanda), *Teerathdai Persaud* (Georgetown), *Daniel Isaac* (Asmara).



# FSN Champions

**M**aria Josefa Bastos Dos Santos, commercial assistant in Luanda, has been named 1997 Foreign Service National employee of the year. She competed with 60 other FSNs at U.S. posts abroad. In addition to Ms. Dos Santos, who represented Africa, there were five other regional champions:

- East Asia and Pacific—Hee Kwang Kim, Seoul
- Europe and Canada—Irina Vozianova, Kiev
- Inter-America—Enrique Alarcon, La Paz
- Near East—Mohamed Aouar, Algiers
- South Asia—Venkitaraman Suresh, New Delhi

The winners and their FSN colleagues worldwide were honored at a ceremony in the Benjamin Franklin Room May 8. Patrick Kennedy, acting undersecretary for management, said, "One of the best kept secrets of American diplomacy isn't classified; it doesn't need to be kept in a vault or out of public view. It is simply that our Foreign Service greatly relies on the expertise and hard work of its Foreign Service national employees. The fact is that we could not function effectively without them."

"It is difficult to overstate how much time and effort has been saved over the years because a savvy FSN was able to prevent another American 'bird of passage' from straying off course," Mr. Kennedy continued. "Their experience in working with two cultures at the same time is vital for activities ranging from political analysis to support for our visiting dignitaries. All of us abroad benefit every day by being able to tap into (their) store of knowledge."

By Barbara Quirk

*The Foreign Service National "champions," from left: Enrique Alarcon, Inter-America; Irina Vozianova, Europe and Canada; Maria Josefa Bastos Dos Santos, the winner for Africa and the Foreign Service National of the Year; Mohamed Aouar, Near East; Kwang Kim, East Asia and Pacific, and Venkitaraman Suresh, South Asia.*

*Photos by Shawn Moore*

**Dos Santos: 'courage'**

Maria Josefa Bastos Dos Santos furthered U.S. commercial interests in war-torn Angola, her nomination said "Decisions she influences will lead to hundreds of millions of dollars of American trade and investment and the creation of thousands of U.S. jobs and will make Angola the source of 15 percent of U.S. oil imports within the next decade."

Ms. Dos Santos was credited with "personal courage" in a difficult environment and with "relentlessly pursuing" recalcitrant officials to collect overdue payments. In one instance, she made over 100 phone calls and a dozen visits. Had the default continued, the nomination reported, the cost to U.S. taxpayers would have totaled \$1 million. Ms. Dos Santos was cited, too, for developing tax rates and establishing payment schedules. "Her system became a model for the Angolan office of revenue and earned the plaudits of American firms," the nomination said.



**Aouar: 'grace under pressure'**

Algiers' Mohamed Aouar was hailed for "uncommon dedication" in managing the embassy's local guard force. The post said Mr. Aouar combated the dangers of terrorism and understaffing at the post by developing contacts with local law enforcement and instituting regular meetings with the guard force. "In a post where low morale among the guard force could be a critical risk, he has maintained high morale, even in the face of a 25 percent drawdown," the post reported. He was credited, too, with honing the guard selection process and for improving the training program for recruits. Mr. Aouar's liaison with Algerian intelligence enabled the RSO to constantly reassess security strategies, the nomination said, adding: "Determined to save lives, he has done more with less, with grace under pressure."



**Vozianova: 'key link'**

Protocol assistant Irina Vozianova was praised as a "key link" between the embassy and Ukrainian officials at the post in Kiev. Noting her services as an interpreter and notetaker, the nomination called her "an invaluable resource in clarifying the positions of the Ukrainian side." She was also lauded for her organizational abilities in arranging receptions for high-ranking visitors, including the Secretary and the President. Hailed as the embassy's "institutional memory," she was commended for her "detailed knowledge" on "a wide variety of issues, which keeps the embassy operating efficiently."



**Suresh: 'paving the way'**

Venkitaraman Suresh was honored for overseeing the mission housing program in New Delhi. In the past year, the post reported, Mr. Suresh negotiated over 20 renewals and new leases at 40 percent below market rates in one of the top five costliest rental markets in the world, representing a savings of over \$400,000 to American taxpayers. He was also commended for helping develop a residential construction proposal that will eventually eliminate the leasing program, saving the U.S. government \$5 million a year. He was lauded, too, for "paving the way" for the sale of unneeded property and for volunteering as the backup travel assistant at the largest post in South Asia. Noting that he took on this extra workload without any suggestion of a raise, the post called Mr. Suresh a "model employee whose loyalty commands appreciation."

**Alarcon: 'principal go-between'**

Embassy Bolivia's Enrique Alarcon was singled out for his role in coordinating preparations for the visits of Vice President Gore and then U.N. Ambassador Albright. After learning that all hotel rooms were booked, Mr. Alarcon used his contacts in the Bolivian government to secure, on short notice, a luxury residence for Ms. Albright's delegation. The post called Mr. Alarcon the "principal go-between" for the political section in setting up the Vice President's visit. "Enrique's hand was found in every issue—from renting vehicles to arranging meetings to dealing with the overwhelmed Bolivian foreign ministry." When a storm delayed the Vice President's plane, Mr. Alarcon smoothly juggled his schedule. "The summit wouldn't have been a success without his simple hard work," the post reported.



**Kim: 'quiet competence'**

Hee Kwang Kim was honored for his contributions to implementing ICASS in Seoul. His nomination said, "He spent an inordinate amount of time absorbing the ICASS manual, then painstakingly loading and deciphering the software and inputting mission information." The financial analyst was praised, too, for drafting recommendations to improve the program, which the post submitted to the Department. At an ICASS conference, the nomination reported, "it soon became apparent that few people knew more about the software than Mr. Kim," and several of his suggestions were incorporated into the final ICASS version. "He has a quiet competence and sense of responsibility that make us all look good," the post concluded. □



## From clerk to mayor — an FSN leads the way

**F**ormer FSN Joyce Ngele served as a clerk at the U.S. embassy in Pretoria for over two decades. Now she serves the city of Pretoria—as its mayor.

Ms. Ngele was the first black elected to head the former bastion of apartheid last year. Representing the ANC, she won 33

out of 39 votes cast by the Greater Pretoria Metropolitan Council. Among her priorities, she said, are reducing crime and addressing the needs of the elderly and homeless, especially women and children.



Joyce Ngele, third from left, with former co-workers Jill Jacot-Guillarmod, Mimi Key, Sheila Milan and Melinda Van Rensburg.

“My mission is to transform Pretoria from a city that was once the capital of apartheid to a truly non-racial city fit to be the seat of our democratically elected parliament,” Ms. Ngele told her council. She said

women have traditionally served as peace-makers. “It is as a woman that I bring these values into our city.”

The FSN-turned politician worked at the U.S. mission for 24 years, first as a receptionist and later as a clerk in the administrative section. The single mother of three spent five months in detention in 1986 for political activities. Most recently, she served as a city councilor in Pretoria. —BARBARA QUIRK

## Honored

Assistant Secretary Phyllis Oakley, third from left, presents a Group Meritorious Honor Award to members of the U.S. delegation to the U.N.-sponsored Commonwealth of Independent States conference in Geneva, Switzerland, in May 1996 for their successful negotiations on behalf of the U.S. government. They are, from left, David Kornbluth, Betsy Lippman, Douglas Hunter, Kelly Clements and David Stewart.





## DIRECT FROM THE D.G.

By ANTHONY C.E. QUANTON

**T**he restructuring of the Foreign Affairs Agencies presents an extraordinary opportunity for us to create a new and more collegial relationship among the employees of the four agencies affected by the

President's decisions. Since the core functions of each agency will be retained, restructuring gives us more people and talent. Our operations will be better integrated and our workforce more focused on successful implementation of the President's foreign policy. We are at a moment of great opportunity.

As integration goes forward, we will have to keep constantly in mind the purpose of these organizational changes: to create a more efficient, effective and streamlined institutional structure to support our foreign policy on the eve of the 21st century. All of us in recent years have been grappling with the need to update and revitalize our agencies to give the President the tools he needs to handle the new and expanding global agenda. Now these efforts will come together under the rubric of reorganization.

Over a year ago, I laid out the challenges I saw ahead of us. It appeared then, as it does now, that our goal must be a workforce that is flexible, versatile and diverse. These are qualities we must seek to promote within the foreign affairs agencies and among both Civil and Foreign Service employees in the Department of State.

Over the past 18 months, we have made a great deal of progress. A series of initiatives has created job mobility on an unprecedented scale. We have permitted specialists and civil servants expanded scope for excursion tours (26 hard-to-fill positions have gone to civil servants in the current assignment cycle). We have developed greatly enhanced opportunities for professional careers for spouses, opportunities I am hopeful will soon be accompanied by appropriate retirement and other benefits. Inside the Department, a pilot mobility program, sponsored by the Bureau of Political-Military Affairs, is under way for Civil Service employees. This program will allow participating mid-level Civil Service employees to rotate into positions elsewhere in the Department for periods of two years. We are establishing a new two-way system to facilitate Civil Service-Foreign Service conversions. Soon we will have

in place an appeals mechanism so that junior officers who have been mis-coned will have an opportunity to change cones. As we move over the next two years into full integration with USIA and ACDA, we will need all of this flexibility to permit the employees of the three agencies to be employed to their maximum potential.

Restructuring will obviously enhance the Department's versatility. New skills, new knowledge, new perspectives will be added, enriching our workforce's professionalism. Disarmament and public diplomacy will take on new saliency. Our collective ability to confront a global agenda and project America's policies and values will be strengthened. In addition, the mobility programs will contribute to the versatility of our employees. Reassignments and rotations within and among functional specialties will add indispensable value, enabling employees to accept responsibilities of greater breadth and depth. So also will Department programs to encourage after hours education and training at FSI. In short, we have made great progress in updating our personnel system and in creating a stronger sense of community and shared responsibility.

Underlying all of these themes is the need for diversity. It must be an integral part of the Department's personnel strategy to make the best possible use of all elements of its current workforce irrespective of race, gender or sexual orientation. We will have to make a particular effort to emphasize diversity in future recruitment efforts. In this regard, our adherence to basic merit principles will be crucial. Secretary Albright has spoken repeatedly on diversity. At her January town meeting, she reminded us forcefully that diversity "enriches the workplace and improves the work product." A society that

makes diversity live "will see its people reach their full potential as individuals and thereby realize its own as a community," she said. To build such a community in the Department will be a particular challenge in the months ahead. It will require a spirit of openness on the part of all our colleagues both in the Department and in the agencies that are affected by consolidation and restructuring. It will require a willingness to accept change and a commitment to making the emerging, new Department of State an institution greater than the sum of its parts and whose hallmarks are collegiality and professionalism. We will achieve this result only if we hold fast to the principles of flexibility, versatility and diversity. □

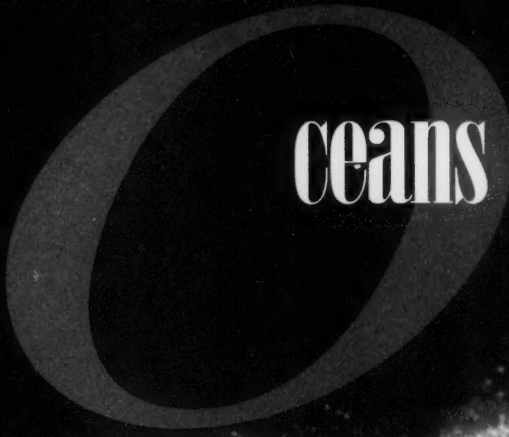
*The author is director general of the Foreign Service and director of personnel.*



**"... our goal must be a workforce that is flexible, versatile and diverse."**

BUREAU OF THE MONTH:

# Oceans & International



*Above:*

A breaching humpback whale in Alaska. OES plays a leading role in helping to enforce the international moratorium on commercial whaling.

*Photo by J. Waite*

# Environmental & Scientific Affairs

BY NICHOLAS LAPHAM

**A** rapidly expanding human population, spreading industrialization and increased land conversion, urbanization and consumption are putting enormous pressures on the world's resources. The direct results can be seen in polluted air, dirty rivers, eroded hillsides and barren reefs. The indirect results can be felt in serious public health problems, reduced food production and, increasingly, greater social, economic and political instability.

The global effects of continued environmental degradation are now becoming apparent, as we change the very make-up of the atmosphere, reduce the ability of the oceans to sustain life, diminish the planet's biological diversity and stimulate the spread of new and re-emerging infectious diseases.

Established by Congress in 1973, the Bureau of Oceans and International Environmental and Scientific Affairs (OES) is State's focal point for dealing with these challenges.

## Negotiating global agreements

For more than 25 years, OES has led U.S. government efforts to forge important global agreements in the arena of oceans and environmental affairs—from negotiating the 1987 Montreal Protocol on reducing substances that deplete Earth's ozone layer to securing a ban on ocean dumping of low-level radioactive waste.

This year is a particularly critical one for OES, and we have already had some notable successes. In

*The author is public affairs specialist for the OES bureau.*

February, we reached a global agreement to begin negotiations aimed at eliminating the production or severely limiting the release of 12 of the world's most dangerous chemicals. We secured U.S. ratification of a protocol to protect the Antarctic environment, an issue OES has championed throughout its history. Last, we led international efforts to reform the U. N. Environment Program so that it can better serve as the global institution for the environment.

Many serious challenges remain, however, including completing an agreement on prior informed consent for the trade in toxic substances,

taking further steps at a major meeting of the Convention on the International Trade in Endangered Species to protect imperiled wildlife, promoting worldwide implementation of important agreements to protect fish stocks and addressing the threats to the world's forests. No issue, however, is more pressing for OES than global climate change.

During a major conference in Kyoto, Japan, in December, we hope to reach an international agreement to limit the greenhouse gas emissions that cause global climate change. The scientific consensus is now clear that humans are altering the climate system, primarily through the burning of fossil fuels. The effects are likely to include rising sea levels, changing agricultural patterns, increases in severe weather including floods and droughts, and the spread of certain infectious diseases into higher latitudes. Devising a consensus approach among the 160 countries that participate in the climate change negotiations is an exceptionally difficult task and will require sustained diplomatic efforts.



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## BUREAU OF THE MONTH: OES

### Developing regional initiatives

In April 1996, then-Secretary of State Warren Christopher announced an initiative to better integrate environmental issues into everyday U.S. diplomacy. As an outgrowth of that effort, OES created a new office to interface more effectively with the geographic bureaus. This Office of Regional Policy Initiatives develops policy on environmental issues affecting key countries and regions and works with other bureaus, posts overseas and U.S. government agencies to ensure that environmental concerns are fully addressed in diplomatic activities.

Recognizing that many environmental issues transcend national borders, OES is also working with the geographic bureaus to establish regional environmental hubs in embassies around the world. These hubs, which will complement the environment, science and technology officers already working bilaterally on OES issues, will focus on building regional cooperation to deal with concerns ranging from marine pollution and coral reef destruction to water quality and sustainable energy use. They also provide an excellent vehicle for promoting U.S. environmental technology abroad.

### Promoting bilateral cooperation

OES is also active bilaterally on a wide range of issues. Through Common Agendas with Brazil, India and Japan, we work cooperatively on goals including stemming deforestation, protecting water quality and promoting research on climate change. Through the U.S.—EU New Transatlantic Agenda, we are building a global early warning system and response network to combat



emerging infectious diseases. Through science and technology agreements with countries around the world, we are providing a forum for U.S. scientists to collaborate with colleagues overseas in areas such as health, agriculture and basic sciences. And through space cooperation agreements with Russia, Japan, Europe and others, we are fostering humankind's understanding of the Earth, the solar system, and the universe.

Vice President Gore has made cooperation on environment, science and technology issues a central component in bilateral forums under White House auspices, including Gore-Chernomyrdin with Russia, Gore-Mubarak with Egypt and Gore-Mbeki with South Africa, and a new Sustainable Development Forum with China. OES plays an important role in each of these.

OES personnel are engaged in helping countries around the world improve their efforts to protect the environment. In Suriname and Papua New Guinea, we are successfully promoting alternatives to industrial-scale forest exploitation. In a number of shrimp fishing nations like China, Thailand, India, Kenya, Costa Rica, Ecuador and Colombia, we have provided training on installing and using special equipment to prevent endangered sea

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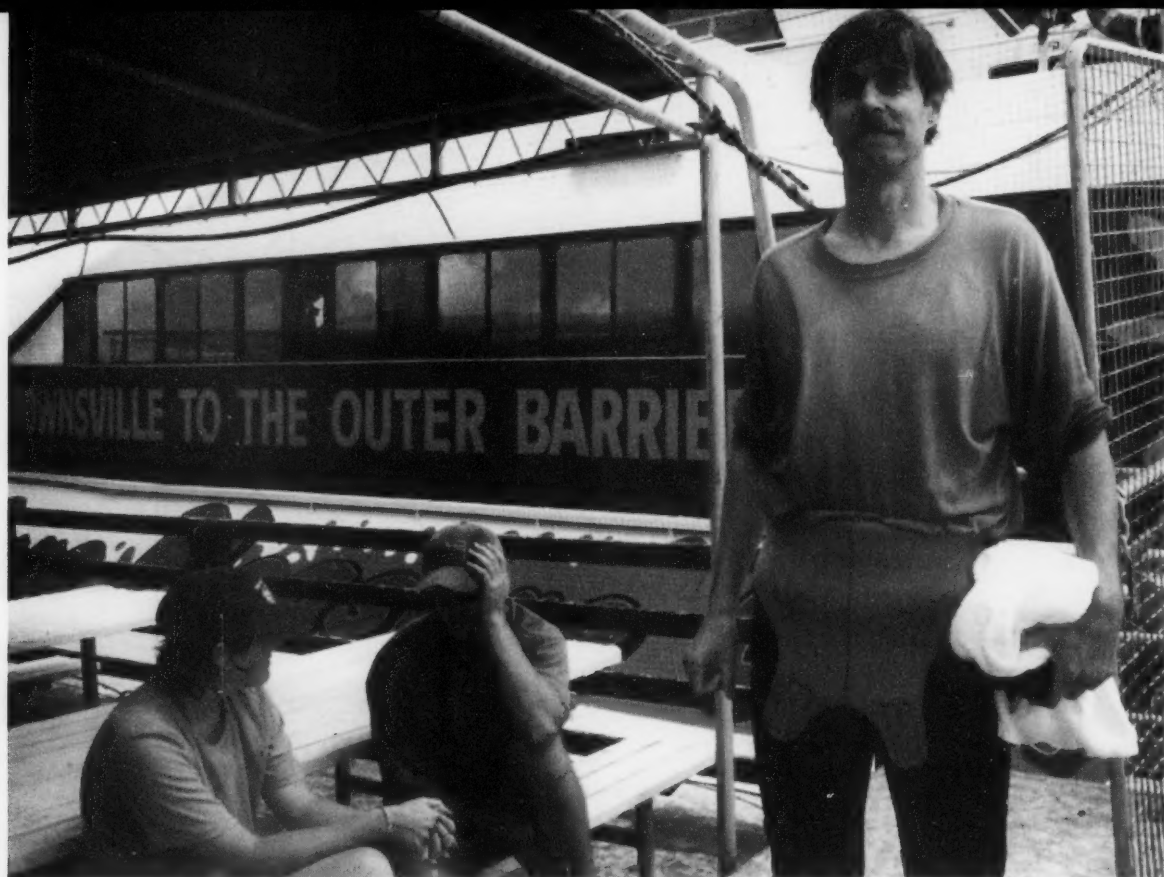
*Above: Brian S. Hallman, left, deputy director of the Office of Marine Conservation, accepts the first Warren M. Christopher Award for Excellence in Global Affairs from Deputy Secretary Strobe Talbott.*

*Left: David Herman, right, of OES' Office of Marine Conservation, inspects a shrimp trawler along the Pacific coast of Colombia with Kendall Falana of the National Marine Fisheries Service.*



*Bruce Bechler of the  
Office of Ecology and  
Terrestrial Conservation  
examines a snake in the  
rainforests of Papua New  
Guinea.*





*Peter Thomas of the Office of Ecology and Terrestrial Conservation along Australia's Great Barrier Reef, site of an International Coral Reef Initiative.*

turtles from drowning in shrimp nets. And, through the International Coral Reef Initiative, we have helped other countries develop strategic plans to protect their coral reefs.

### **Reaching out to the public**

Almost every OES issue has important implications for U.S. citizens and businesses. So while we must be active internationally with other governments, OES also works very closely with a wide range of interests here in the United States, including nonprofit environmental organizations, various kinds of industry, scientists, academic institutions and others. Outreach to these constituencies is critical to developing support for, and gaining advice on, our international goals and priorities.

As one example, OES co-sponsored last year, along with the geographic bureaus, a series of outreach meetings to discuss how better to integrate environmental concerns into State Department operations in each major region of the world. Chaired by OES Assistant Secretary Eileen B. Claussen, these meetings included key leaders from the environmental, business and foreign policy communities.

### **OES—working to protect U.S. interests**

All of OES' efforts—global, regional and bilateral—contribute to real progress in protecting the environment and improving the standard of living in countries around the world. While worthy in their own right, these goals are increasingly important to U.S. interests.

Our work on global issues such as climate change has direct implications for us here at home. Securing the right treaties and ensuring their effective implementation is critical if the United States is to avoid serious environmental and economic costs.

Our work on bilateral and regional issues, whether energy development in China or water resources in the Middle East, is helping to promote sustainable development and, in the process, building a more solid foundation for peace and prosperity around the world.

### **State issues 1st annual environmental report**

Calling it "a reflection of a long-term commitment to incorporate environmental goals into American foreign policy," Secretary of State Madeleine Albright officially released the State Department's first annual report on

## BUREAU OF THE MONTH: OES

environmental diplomacy April 22—Earth Day. The report, entitled *Environmental Diplomacy: The Environment and U.S. Foreign Policy*, details the Department's global and regional environmental priorities, explains their significance and highlights its activities.

In an introduction to the report, Vice President Al Gore said, "The U.S. State Department's first annual report on the environment and foreign policy represents a new way of looking at the world. All the missiles in our arsenal will not be able to protect our people from rising sea levels, poisoned air or foods laced with pesticides. Our effort to promote democracy, free trade and stability in the world will fall short unless people have a livable environment."

The report discusses the global problems of climate change, the loss of biological diversity, deforestation, degradation of the oceans and toxic chemicals and pesticides. All of these issues are of concern to nations the world over, and solutions will require multilateral

cooperation. In the second section, the report focuses on regional issues including freshwater, air pollution, energy resources, land use, urbanization and industrialization. These problems afflict particular countries and regions, endangering long-term political, economic and social stability. OES is working with the geographic bureaus to build the State Department's capacity to analyze, understand and address these problems.

OES has distributed the environmental report widely, including to all overseas posts, other government agencies, Congress, environmental organizations, the business community, academic institutions and others. The full text of the report can also be found on the Internet at [www.state.gov/www/global/oes](http://www.state.gov/www/global/oes). □

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*Below: OES Assistant Secretary Eileen B. Clausen plants a tree at the dedication of a new Regional Environmental Center for Central and Eastern Europe in Budapest last July.*



POST OF THE MONTH:

# Budapest



*American Embassy in Budapest.*



# The Pearl of the Blue Danube

BY DIANA MARTINSON

**T**he American Embassy in Budapest, Hungary, lies in the heart of central Europe. Hungary, a country with rich musical traditions of such composers as Ferenc (Franz) Liszt and Bela Bartok, delicious foods like "gulyasleves" (goulash soup) and paprika dishes and the world-famous Egri Bikaver (Bull's Blood) wine, provides wonderful opportunities for the American Embassy families posted here. With the largest lake in central Europe, the Balaton, and beautiful Budapest, Hungary has long been a tourist mecca.

About the size of Indiana, Hungary is bordered to the north by Slovakia and the Ukraine; to the east by Romania; to the south by the former republic of Yugoslavia and Croatia and to the west by Austria and Slovenia. Hungary is divided into three distinct regions—Transdanubia, Puszta and Alföld. Budapest's climate is generally temperate.

Of Hungary's 10 million people, approximately two million reside in Budapest. Hungary is the most densely populated country in east-central Europe. The ethnic composition is approximately 90 percent Hungarian; 2 percent German; 5-7 percent Gypsy; 1 percent Slovak; 1 percent Southern Slavs; and .25 percent Romanian. Although 90 percent of the population speaks Magyar (Hungarian), you will find areas in which German, Romanian and Slovakian may also be spoken.

Budapest is the heart of Hungary's cultural life with excellent opera productions, ballets and symphonies. In the summer, many open-air stages compete with permanent theaters. In recent years, Hungarian filmmaking has reached sophisticated levels. Beautiful handmade linens, dolls and folk-art items and the famous Ajka crystal and Herend porcelain are just some of the rich, cultural heritage of this magnificent country.

The government is firmly committed to eventual integration into the European Union and NATO. Emphasis on integration with Euroatlantic institutions, internal reform and foreign trade have helped make Hungary a leader among the reformist economies of central and eastern Europe. Hungary's natural resources, besides agriculture, include rich bauxite deposits and some coal, oil and natural gas.

The government consists of a prime minister, president and Council of Ministers. The prime minister chairs the council and is the government's chief executive official. The president's powers are largely ceremonial. □

*The author is community liaison officer in Budapest.*

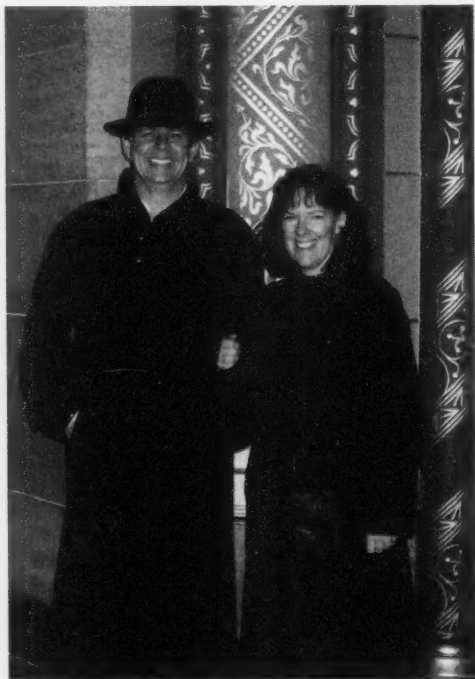


*An elderly woman on her way to market.*

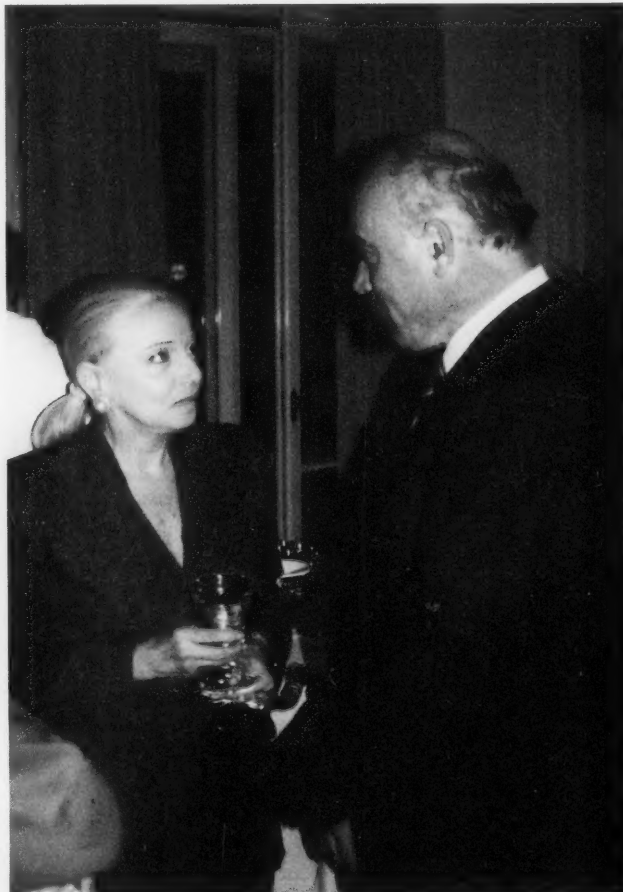
POST OF THE MONTH: BUDAPEST



*The Parliament building in Budapest from the Buda side of the blue Danube.*



*Above: Dale Downer, General Services officer, and wife Barbara tour the Budapest Parliament building.*



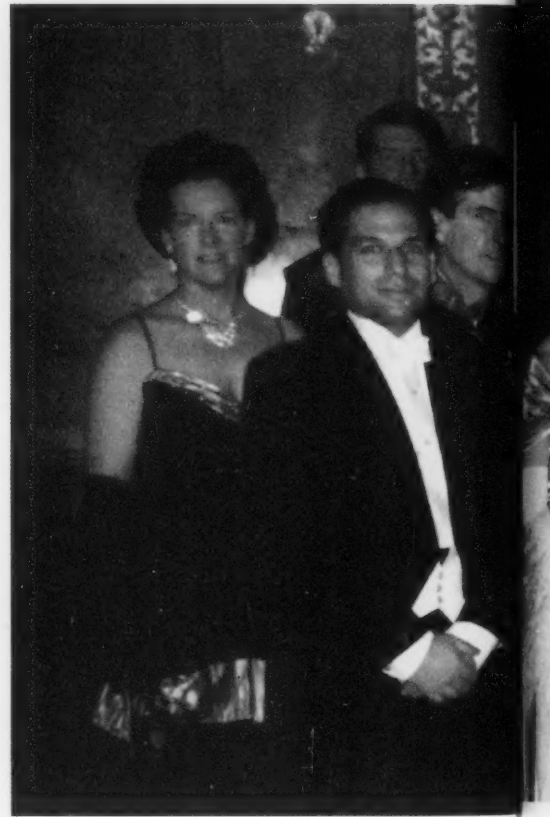
*Right: Vera Blinken, wife of Ambassador Donald Blinken, and Mike Szilagyi, Foreign Service National assistant with General Services Office.*



*Above: Vera Blinken, left, introduces First Lady Hillary Rodham Clinton to American Embassy staff during visit to Budapest.*

*Below: Riders in native dress on the Puszta Plains in eastern Hungary.*





*Top: George Tanos, C-12 aircraft technician, and Amy Habbick and Major Cameron Habbick, Defense Attache Office, enjoy an embassy ski holiday.*

*Middle: Zsuzsa Benyi, Foreign Service National travel assistant and a 25-year embassy employee, on Taszar Air Base tour.*

*Bottom: Political officers Frank Babetski, left, and David Van Cleve tour historic Eger, Hungary, with wives Renee and Marleigh.*

POST OF THE MONTH: Budapest

*American Embassy staff in costume at the Hungarian State Opera House for the filming of "Evita".*



*Below: Embassy staff doing the macarena at the Marine Ball.*



## ASK DR. DUMONT

By CEDRIC DUMONT, M.D.

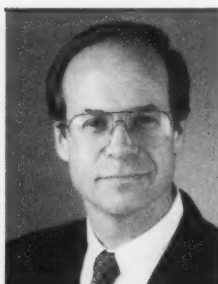
**Q.** *I have noticed that some of the young men at post, including a few teens, are chewing tobacco or using snuff during the weekly softball games. I find the practice both disturbing and the spitting and drooling repulsive. What are the actual risks of using tobacco in this way? - AF*

**A.** As pressure continues, in the U.S. to prevent teens from having access to cigarettes, more teens are experimenting with this form of tobacco use. First let me explain the differences in the two types of smokeless tobacco: Snuff and chewing tobacco. Snuff is a fine grain tobacco that comes in cans or in small pouches. Users take a pinch and place it between the lower lip or cheek and the gum and suck on it. Chewing tobacco is long strands of tobacco. It is used as plugs. Snuff is proven to be more addictive and provides a higher risk of cancer than chewing tobacco. Nicotine enters the users' bloodstream through the oral mucosa and/or the gastrointestinal tract. Holding tobacco in the mouth brings multiple potentially carcinogenic chemicals into contact with the body. Studies also suggest that using smokeless tobacco causes tooth decay and gum disease, which lead to tooth loss. After several years, leukoplakia—a precancerous condition that presents red and white and finally pearly gray patch alterations of the gum and cheek—can develop. Following 20 years of use, oral cancers develop with regularity. Alcohol speeds up the timing of the mouth cancers, as does the use of snuff.

There are efforts to reduce access to tobacco products for underage users. This effort has had some success with young adults. Perversely, the same efforts could inadvertently entice teens to use smokeless tobacco exactly because it is forbidden. One successful method to employ for teens is to inform them not only of tobacco's effects on health, but also of its unattractiveness. Nothing is a more powerful influence on a teenager who is concerned with the development of self-image than the notion that this habit is repulsive to others. ~

**Q.** *I am going to travel to the United States this summer on R&R. The flight is long but not quite long enough to allow for a stopover. What do you recommend to overcome the effects of sitting for a long time in a cramped seat? -EAP*

**A.** The biggest potential problem encountered in long flights is the pooling of blood in the leg veins and the formation of clots. The problem is not limited to long airline flights. It was first reported in 1940 in London when people were forced to sit for hours in



*This column appears monthly in State Magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dumont directly. In either case, your post will not be identified.*

close quarters in air raid shelters. Clots have been reported to form after evenings at the theater and after long automobile rides. Let me reassure you that this is a rarely occurring potential hazard. Risk factors include smokers, a history of blood clots, recent surgery, being overweight, elderly or tall and having varicose veins. Blood clots, the result of a complicated process where the blood cells clump together, are more likely to form following any injury to a blood vessel wall, when the blood flow is slowed and in any condition that makes the blood components clot more easily. Air travel provides two of these components. Sitting immobile in cramped quarters slows circulation in leg veins, and the very dry air of an airplane cabin tends to cause dehydration and reduced oxygen levels in the blood. Together, these factors favor clot formation. To help avoid this problem, wear loose fitting clothing. Avoid panty girdles and socks or stockings with tight, below the knee elastic. Don't smoke. Avoid alcohol and caffeine, which can contribute to dehydration,

but be sure to drink plenty of other fluids. Getting up and walking around the plane is the best way to prevent a clot from forming. This may not always be possible. There are exercises you can do while seated. Contract your calf muscles from time to time by clenching your toes. Bend your foot upward, spread your toes and hold the position for three seconds, then point your foot down, clench your toes, and hold for three seconds. Repeat frequently throughout the flight. People with the risk factors associated with clots should ask their health professional whether to take aspirin before flying. Aspirin inhibits clot formation. ~

**Q.** *I'm convinced that my children's behavior, normally active and predictable, becomes appalling following eating large amounts of sugar, or sugar rich foods. Does medical research support this assumption?*

**A.** It is commonly believed that sugar affects behavior, particularly in children, but according to the *Journal of the American Medical Association*, which conducted a review of the medical literature, there is no scientific support for the belief. In fact, one is as likely to feel drowsy after eating sugar as invigorated. According to some experts, eating large amounts of sugar can cause an overproduction of insulin resulting in a drop in blood sugar, which could make you feel tired. It has been

*Continued on Page 56*

*The author is chief of the Department's Office of Medical Services*

# The Perils of taking Language Lightly

**M**ark Twain once complained that the "idiot Parisians" failed to understand their own language when he spoke to them in French. Anyone who has spent time abroad knows the challenge of coping with unfamiliar languages. I don't mean just the blank stares of incomprehension when trying, for example, to order a meal somewhere off the beaten tourist path. Sometimes the situations can be more complicated. I offer two anecdotes from a social gathering of scholars in North Carolina's Research Triangle. One of the stories is mine, but I will begin with the other.

A learned Scottish friend recounted how he had communicated unexpectedly in an unfamiliar language. Before visiting his daughter and family in Kenya, he studied conversational Swahili briefly. A linguist already fluent in a half-dozen languages, he took the course mainly for his own satisfaction.

After arriving in Nairobi, his daughter invited friends over to meet him. The press of her guests that evening became a problem; some were seated while others stood. Something had to be done.

Now, by chance, one of several canned phrases his instructor back in Edinburgh had required him to memorize was the inane query, "Are there enough chairs?" With feigned nonchalance and secret delight he looked around and, as the need became evident, casually posed that question in Swahili.

*The author is a former Foreign Service wife.*

## by Shelley Mattox

This performance, brief though it was, amazed his daughter's guests. His reputation as a linguist blossomed. The son-in-law, impressed even though he already knew the intellectual reputation of his visitor, turned to his wife and remarked, "You see? You have been here for years and don't speak Swahili at all, while your father only just arrived and already is fluent!"

**"I quickly became uncomfortable; his eyes revealed clearly, even in the gloom of the small shop, that I had made a linguistic and social faux pas of some sort."**

### Lessons on the Nile

The scholar's tale prompted laughter from all of us within hearing range. Not to be outdone, I recounted one of my own experiences with language in a foreign setting. My story shows how we can not only miss out on impressing strangers, but also become trapped when trying to speak a strange tongue. For four years during the 1970s, my husband and I were stationed at the U.S. Embassy in Cairo. For an hour a day, I studied colloquial Arabic, a notoriously difficult idiom for Westerners. A reserved, dignified Egyptian professor from the American University in Cairo taught our small class of mostly embassy wives. We learned stock phrases and sentences much in the manner of the Scot's rote Swahili training. Some of the Arabic sentences impressed me as decidedly

odd in translation. They lacked the utility of the inquiry about whether there were enough chairs. Rather, we learned, for the most part, pronouncements and questions that one would never normally use in English.

Several of these unusual expressions I still remember many years later and can rattle off in Arabic without a hitch. "What business is it of yours, you cold fish?" and "Come out from there, you sly one!" For use

as an imprecation, especially when driving in the horrendous Cairo traffic, one could shout at other drivers, if uninhibited enough, "May your house fall in on you!"

After months of study, I watched for chances to use my limited Arabic for more than greetings and the simplest market inquiries. We had learned that the language is stylized, however, and not just any old seemingly appropriate statement or reply would do. It not only had to fit the moment but also had to conform to convention.

### When the lights went out

Our teacher cited an example. When the Cairo electricity went off, as it often did, a host or business proprietor affected felt obliged to offer regrets to visitors. The stock response

*Continued on page 58*



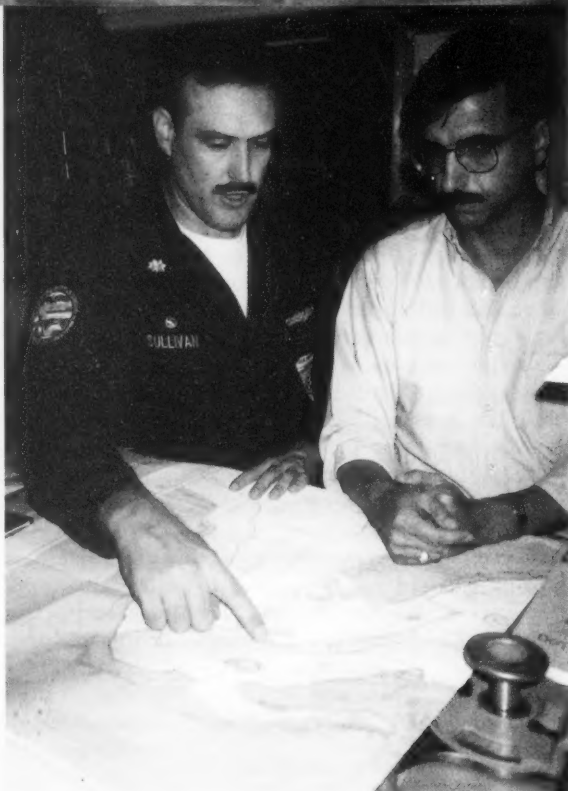
# THE HUNT FOR T

**BY MARINE CAPT. ANDREW HEWITT**

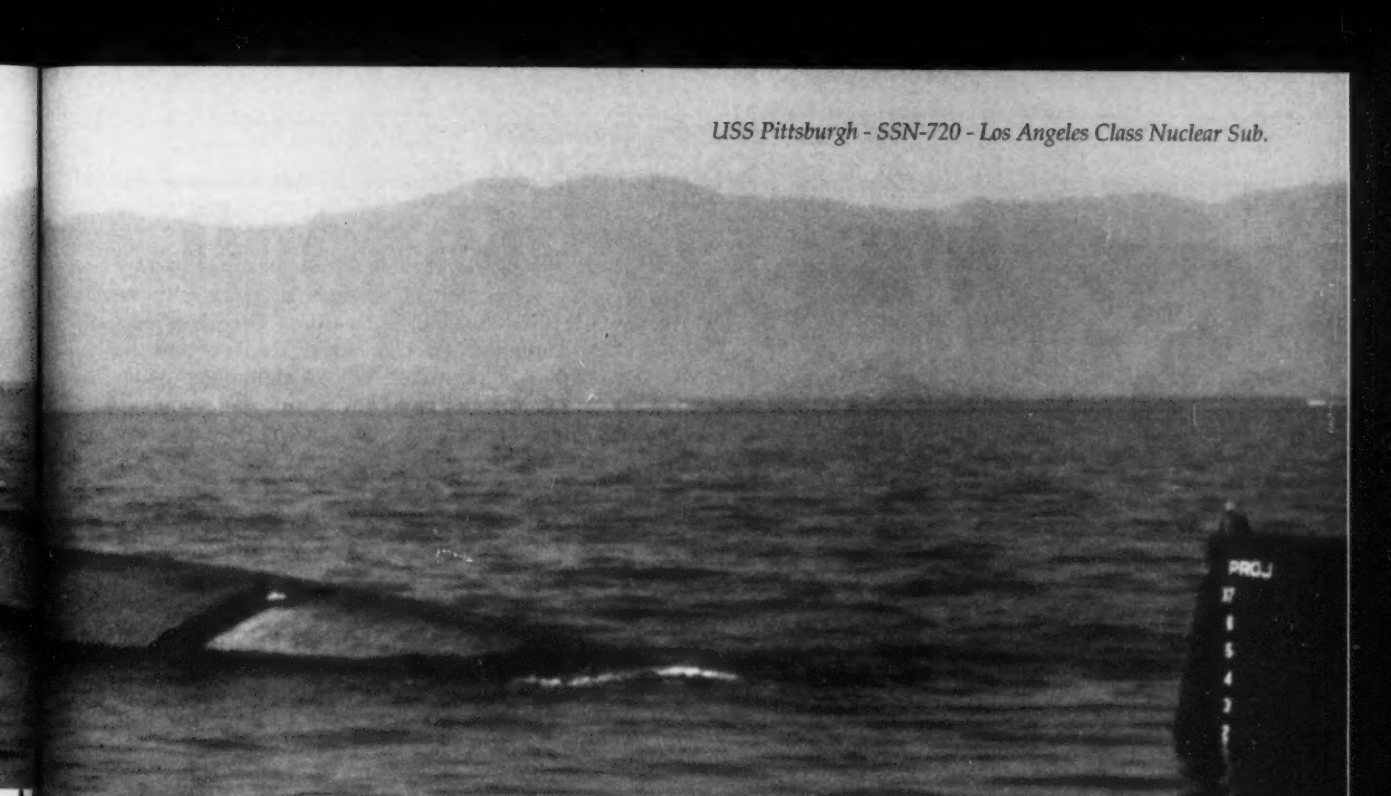
**I**n his line of work, David Litt, ambassador to the United Arab Emirates (U.A.E.), doesn't drive boats or fire torpedoes. That changed recently when he traveled aboard a U.S. Los Angeles class "fast attack" nuclear submarine.

Ambassador Litt was accompanied by Consul General David Pearce and me. We drove from Dubai to the Port of Fujairah on the northeastern coast of the U.A.E. before boarding a boat that ferried us two miles offshore to the *USS Pittsburgh*.

The Emirate of Fujairah sets on the Gulf of Oman, providing an accessible international ocean port for the U.A.E. The port is a convenient deep-water location, adjacent to the Indian Ocean, for U.S. submarines to exchange mail and crew members. The U.S. Navy maintains a support unit in Fujairah to handle logistics for U.S. ships visiting the U.A.E.







# THE GULF OF OMAN

Navy Commander Chris Sullivan and his crew presented the ambassador with one of their official hats and a hot cup of coffee and escorted us to the bridge, which extends beyond the submarine's hull in a superstructure called the "sail." We were allowed to remain on the bridge while the *USS Pittsburgh* reached 25 knots in preparing to submerge.

As the crew of the *USS Pittsburgh* conducted dive operations, Ambassador Litt, Consul General Pearce and I were escorted to the nerve center of the submarine—the control room. While looking through the periscope, the consul general commanded the crew to "dive the boat," an order returned by the dive officer's "Aye, aye." The ambassador, meanwhile, conducted a simulated torpedo firing sequence. The submarine's starboard-side forward launch tube was filled with water to simulate an actual torpedo launch. After commanding the crew to prepare for launch, the ambassador transferred the lever on the firing console to execute a launch sequence. The simulation actually "fired" the water from the torpedo tube.

We toured the crew's quarters, weapons stations, sonar operations, engine room, kitchen, laundry and mess facilities and dined with the submarine's officers. It was actually breakfast for the crew since all U.S. submarines operate on "Zulu Time," or Greenwich Mean Time—four hours behind U.A.E. time. Submarine crews spend most

of their time under water transiting time zones. Submarines, referred to as "boats," remain on Zulu Time from the moment they depart their home port until they return. The *USS Pittsburgh* is part of Submarine Squadron Two based in Groton, Conn.

While under way, the crew conducted normal routine training exercises, including rapid deep-water descents, evasion tactics, silent-running drills, rapid ascents and lateral rolls. Afterward, we returned to the Port of Fujairah.

Prior to diving, the crew had placed our styrofoam coffee cups in an unpressurized area of the boat's hull. Later, when the crew reclaimed those cups, we found they had shrunk to one-fifth their original size, under the pressure of 600 feet of water. The crew presented Ambassador Litt with a framed picture of the submarine with an inset photo of him on the bridge. □

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*The author is a special assistant in the Office of the Coordinator for U.S. Assistance to the New Independent States.*

*Opposite: Commander Sullivan describes the difficulties involved with submarine navigation in the Straits of Hormuz to Ambassador Litt.*

## ACCENT ON OUTREACH

BY DIANA WESTON

**S**ecretary Albright has raised the State Department's commitment to public outreach to new heights. Soon after her confirmation, she pledged to "reconnect the American people to our foreign policy" so that the average American understands that "our daily life really is governed by living in a global community."

The Secretary's web site includes a special section on "Reaching Out to Americans." It states: "My first responsibility as Secretary of State is to keep in touch with Americans throughout our country. I will go to your hometowns and talk to you, when I can't, I will send other State Department officials to town meetings and radio and TV shows to discuss with you our policies and how foreign affairs is important to your daily lives.... And I want to know your opinions about the foreign policy of the United States...." For the first time, the public can e-mail their opinions to the Secretary at [secretary@state.gov](mailto:secretary@state.gov)—or just click on the address on her web page.

In her brief tenure as Secretary, Ms. Albright has seized opportunities to reach out to Americans through more traditional avenues. She demonstrated her commitment to bipartisanship and public understanding of foreign policy issues by addressing students, faculty and members of the community at various events around the country. At Rice University's James Baker III Institute for Public Policy in Houston in February, she said, "As Secretary, I will do my best to talk about foreign policy not in abstract terms, but in human terms—and in bipartisan terms. I consider this vital because in our democracy, we cannot pursue policies abroad that are not understood and supported here at home." She reiterated this theme in North Carolina at Wingate University's Helms Center Lecture Series in March: "Chairman Helms and I do not always agree [but] we both believe that the concept of individual liberty set out in the American Constitution remains—after 200 years—the world's most powerful and positive force for change." At these events and others, such

*The author is a public affairs specialist in the Office of Public Communication.*

as her appearances at the International Women's Day program in the Department, Georgetown University, the New York Stock Exchange Board of Directors and Advisory Committee, the U.S. Naval Academy and the Council of the Americas, the Secretary highlighted issues central to our foreign policy: the importance of U.S. leadership in foreign policy in the 21st century, expansion of NATO, the Chemical Weapons Convention, the Department's budget, women's rights and the importance of a global economy to U.S. workers.

The Secretary also has engaged the national media, repeating the need for maintaining a dialogue with America. She has followed an exceedingly active media schedule. She talked to the American Society of Newspaper Editors, television programs like "Face the Nation" and "60 Minutes", and on radio in "Larry King Live" and the "Diane Rehm Show." She also was interviewed on issues relating to the Chemical Weapons Convention by 10 stations across the country via a Satellite Television Tour, another first for a Secretary of State.

Business, nongovernmental organizations, academic groups and journalists all compose the additional audiences for past and present secretaries of State. This Secretary wants to bring an understanding of foreign policy to another group: the people who will be the Department's constituency in the 21st century—children and young people. She attributes her desire to reach young people to two life experiences. Like so many others in the Department, the Secretary developed a love of international affairs while still a young student: "I still remember, as a teenager starting and being active in international affairs clubs." Her role as an educator built on these early interests. "I think my teaching has enabled me to speak plainly, and to understand the value of explaining foreign policy to young people and to anyone that will listen." During

the Secretary's first trip overseas, she held a web chat from Moscow with 3,000 children from 47 countries and 50 schools in the United States, another first for a Secretary of State. (See "Meet the Secretary" at <http://secretary.state.gov> for a transcript of the web chat and answers to many questions the Secretary lacked time to respond to during the web chat.) The Secretary has also met with Lanier High School students on her trip to Rice University, read a book to first graders at the Capitol Hill Cluster School in Washington, and met with children of Department employees during "Take Our Daughters and Sons to Work" day. In the first month after announcing

*Continued on page 54*

**"Secretary  
Albright's  
public  
activities  
since her  
confirmation  
have put  
deeds and  
vision  
together."**

# Open Forum turns 30

BY ALAN LANG

**T**he Secretary's Open Forum was inaugurated in August 1967 during intense policy discussions concerning the Vietnam conflict. During this period, concerns arose regarding the conduct of U.S. foreign policy in general and the efficacy of official reporting mechanisms in particular.

Secretaries Rusk and Rogers sought to improve the climate by establishing new channels of communications between Department principals and the professional foreign affairs community. In May 1967, Secretary Rusk asked the director of the Policy Planning Council, Henry Owen, to recommend new procedures outside existing channels so Department and Foreign Service officers could offer new policy ideas. Mr. Owen recommended that an informal forum of officers that had been meeting since early 1967 be officially established as the Open Forum Panel (OFF). In August, Secretary Rusk inaugurated the OFF, a voluntary group of 10 junior and middle-grade officers, to "review all suggestions submitted and select those worthy of further consideration." In December, the OFF became a permanent unit and its mandate was broadened to not only screen ideas but also to generate them and serve as a channel for junior officers and public groups lacking representation.

The practice of electing a chairperson from U.S. foreign affairs agencies dates from 1969. The chair's responsibilities now include operating the Open Forum Channel, coordinating the Open Forum Speakers' Program and monitoring the Dissent Channel. As prescribed by the *Foreign Affairs Manual*, the chairperson serves directly under the Secretary of State.

Over the years, these channels have been effective in promoting candid and uncensored communication among senior officials and the professional foreign affairs community at-large. During the 1991-92 term, however, the Forum experienced a setback when the incumbent

*The author chairs the Open Forum.*

chair recommended that the position be reclassified as a voluntary assignment and limited to monitoring the Dissent Channel. Rosemary D. O'Neill's election as chair in July 1992, however, marked a critical turning point. The Speakers' Program was revitalized, and the Open Forum Working Group on Conflict Resolution, Civil Society and Democracy organized a number of noteworthy programs and seminars.

## Current focus

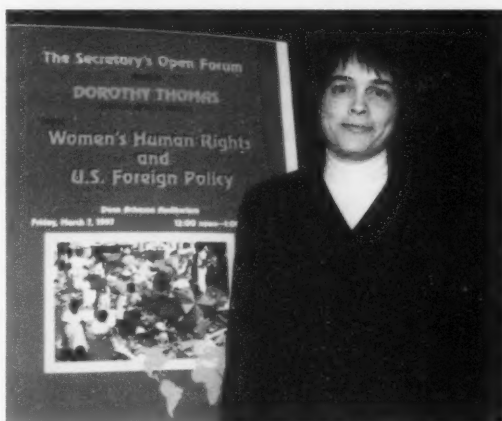
As the Forum's 26th chair, I re-established in June 1995 the position of vice chair. Kenneth J. Harris of FMP was elected to the position. Management was instrumental in providing full-time secretarial support. Terri P. Galloway, the current secretary, is making important contributions to the Forum.

Through the Open Forum Speakers' Program, we are continuing to explore new and alternative views on current vital policy issues. Our Distinguished Lecture Series was inaugurated in September 1995. The series honors distinguished opinion leaders and public servants for outstanding contributions to national and international affairs and seeks to engage the foreign affairs community in a dialogue on critical policy issues.

The "Best of the Open Forum Series" was established last year in cooperation with the Department's library and the video production unit. Videocassettes of several

sessions have been added to the library's holdings, extending the benefits of our programming to future generations.

To stimulate creative thinking on vital policy issues, we have established a number of working groups to help arrange timely and thought-provoking seminars and conferences. They are active in such areas as international economics, science and technology policy, information technology and Asian and Pacific affairs. Our commemorative committee is bringing together former chairs and vice chairs for the Forum's 30th anniversary.



*The Secretary's March Open Forum featured Dorothy Thomas, director, Human Rights Watch's Women's Rights Project.*

During the past year, we organized several seminars with universities, think tanks and nonprofit organizations (such as the International Research and Exchanges Board and the Executive Council on Diplomacy). These initiatives have helped fulfill the letter and the spirit of the Forum's mandate.

### Series Spurs Interest

Since July 1995, approximately 100 programs have featured more than 200 speakers, with many events carried on C-SPAN. One of the highlights of my tenure occurred last September when the Forum and the Ridgway Center for International Security Studies at the University of Pittsburgh presented a day long seminar on transnational organized crime. It featured Timothy E. Wirth, undersecretary of state for global affairs, and more than a dozen experts from academia, government and the private sector.

In March, the Forum, working with several agencies and nonprofit organizations, presented the first conference in a five-part series on "Reinventing Diplomacy and Development for an On-Line World." The first conference, "The Global Communications Revolution and the Future of the Internet," attracted more than 250 people. Featured speakers included J. Brian Atwood, administrator of the U.S. Agency for International Development; Ambassador Vonya McCann from the State Department and James Bond of the World Bank, among others. This series has helped stimulate creative thinking about how the global information revolution may shape the policies, programs and operations of foreign affairs agencies, international

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*The Secretary's Open Forum in March featured Senator Daniel Patrick Moynihan, center, joined by Open Forum Chair Alan Lang and former Open Forum Chair Rosemary D. O'Neill.*

organizations and private enterprises in the 21st century.

### Future directions

In the advent of the Information Age, State's efforts are more important than ever. As Secretary Albright has said, "We cannot pursue foreign policies abroad that are not understood and supported here at home." To broaden the scope of the Forum, we recently obtained space on the Bureau of Public Affairs web site ([www.state.gov](http://www.state.gov)). The site includes a description of the Forum and our tentative calendar of events. In the coming months, we will explore with PA the possibility of posting additional information such as summaries of on-the-record seminars and conferences.

The Forum is deeply committed to engaging young people in a dialogue about the future. We have held a number of intellectually stimulating programs at area high schools and universities. In January, we "adopted" Gwynn Park High School in Brandywine, Md. Former Deputy Spokesman Glyn Davies spoke there in February on "U.S. Diplomacy and Public Outreach: Meeting the Challenges of the 21st Century." I later addressed a group of more than 200 honor roll students at the high school, and I look forward to giving their 1997 commencement address.

In addition to arranging off-site programs, the Forum has provided a venue for youth-oriented programming. In late April, we hosted the World Affairs Council of Washington, D.C.'s Student Leadership Forum on the Global Environment. Some 300 high school students from the District of Columbia, Maryland and Virginia attended the program. OES Assistant Secretary Eileen B. Claussen delivered the keynote address. The Open Forum will continue to stimulate creative thinking on issues of importance to world affairs and diplomacy. □



## Compensating our FSNs

**I**s the State Department paying its Foreign National employees fair wages? When qualified staff leave for better jobs elsewhere, the answer is often clear.

The Office of Overseas Employment (PER/OE) sets foreign national salary and benefit levels for State and other post agencies, using objective data from international compensation consultant firms and information about living conditions in each country.

FSN wages and benefits are intended to be commensurate with those of other employers abroad. Compensation management specialists on our staff strive to authorize rates fair to both U.S. and FSN employees—rates neither unreasonably high nor low.

Until recently, regional bureaus and posts used FAAS allotments to fund wage survey teams to travel and assess conditions on-site. These teams interviewed local employers and

PER/OE now sets wage rates for most countries based on data purchased from commercial sources. Compensation consultants collect these data from large numbers of employers in each country. Their information is current, objective and obtained at less cost than dispatching a worldwide, Department wage survey team. With these off-the-shelf data, PER/OE begins with a more accurate reflection of actual wages in each country.

We also consider local labor market conditions. When designing compensation plan changes, we assess embassy staffing, recruitment, resignations and the local economy. This gives us the tools to adjust salaries and benefits to better meet posts' needs. For example, in a country where we must be highly competitive to attract qualified employees, we now have the information needed to adjust salaries above the local average, yet still stay

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# Change Is Near

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by Robert Morris

surveyed as many as 30 companies per post.

We used these data to determine the average salary local companies paid for positions similar to embassy jobs. The companies, however, didn't necessarily represent a broad spectrum of employers. Consequently, wage rates authorized by PER/OE reflected the average rates of the companies surveyed, but these companies were not necessarily average in their market. Moreover, there was no mechanism to adjust rates to reflect local conditions.

within the range of prevailing practice.

Before wage or benefit increases take effect at a post, budget constraints must be considered. We depend on the post to implement increases and notify us if they cannot fund the proposed increases.

Working together with posts, agencies and the regional bureaus, PER/OE now has more flexibility to authorize compensation plans that suit the unique needs of each post's mission. □

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*The author is director of the Office of Overseas Employment.*

## SAFETY SCENE

By STEPHEN URMAN

**Q.** *It seems like there is more baggage X-ray equipment at entrances to government buildings than in the past. How much exposure to radiation do I receive since the equipment is open on both ends? - EAP*

**A.** These units are engineered to emit very little radiation beyond the exterior cabinet, which meets federal standards that protect the general public and operators. Very low amounts of radiation are used to scan baggage and lead shielding surrounds the source. Additionally, the open ends of the machine frequently are covered with lead-lined curtains and the X-ray beam is in the center of the cabinet beyond reach when bags are inserted. Radiation exposure outside the cabinet, is minimal and decreases further with distance from the cabinet. To ensure this, X-ray units in Department facilities are checked when installed and routinely thereafter to make sure that harmful levels of radiation are not escaping. Using baggage X-ray units on a routine basis does not increase your exposure to radiation significantly.



*You may send questions to Mr. Urman, A/FBO/OPS/SAF, SA-6, Room L-300 Washington, D.C. 20522 or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions against employees who express concerns regarding unsafe or unhealthful working conditions.*

**Q.** *I'd like some more information about your answer on inspecting ladders that was in the April issue. Should we contact the Regional Security Officer when we find unsafe ladders? Is there a form to fill out? - Washington, D.C.*

**A.** Each post designates an occupational safety and health officer as the central contact for safety, health and environmental-related questions. If you find any equipment with safety deficiencies (frayed electric cords, machinery without guards, ladders with broken rungs) take it out of service by tagging it or otherwise warning others of the problem. Notify the post occupational safety and health officer of the defect as soon as possible so it can be corrected. Usually no forms are necessary. We have many resource materials on ladder safety. If you are interested, please let us know.

**Q.** *Some years ago I was at a post where a child drowned in a residential pool. What is the Department's policy on swimming pool safety? - EUR*

**A.** The Department has a comprehensive policy on swimming pool safety that includes safe pool design, fencing requirements, post and user responsibilities, general safety rules and emergency procedures. The policy was written to meet the needs of large and small posts.

With the onset of outdoor swimming in your region, your post will most likely publish an administrative notice

that establishes general pool safety rules and post-specific procedures in the event of an emergency at the pool. Pool safety also will probably be discussed at the next post Safety/Health and Environmental Management Committee meeting.

**Q.** *What areas require ground fault circuit interrupters and what do they do that fuses or circuit breakers do not do? - EAP*

**A.** Ground fault circuit interrupters are required to be installed in any room that may be damp. These include bathrooms, kitchens, laundry rooms and automotive wash bays. They must be installed in circuits around a swimming pool and should be included in any other outdoor circuits where moisture may be present. Water conducts electricity and reduces the human body's resistance to electricity tenfold.

Very little current is necessary to cause lethal cardiac irregularities (23 milliamps—about the same amount of electricity as needed to light a 20 watt bulb—for a child and 52 for adults). Lower current flows over longer periods can cause cardiac irregularities. Fuses and circuit breakers require current flows of 15 milliamps before they trip. A ground fault circuit interrupter trips when it senses an imbalance in the positive wire and the neutral wire of 6 milliamps. When there is an imbalance, it means that some of the current is going to ground by some path, a "ground fault," often through a human being. In short, ground fault circuit interrupters trip at levels low enough to protect a child from electrocution, whereas a 15 ampere "breaker" or fuse will not.

**Q.** *Many posts, in the name of security, install nonescapable window bars on apartment windows. Isn't this unsafe? Is there a Department policy on what kinds of window bars can or cannot be used? - NEA*

**A.** I discussed this matter with Bruce Sincox, director, Fire Protection. The following on the Department's policy during inspections: All sleeping rooms located on the fourth floor and below (including basements) must have at least one operable window for emergency use. When security grills are installed, a hinged section must be installed that is equipped with an approved quick opening device. This section must be openable from inside to allow egress and not have any type of securing lock, hardware, bars, chains or latching devices that require the use of keys, tools, knowledge or special effort to open it in an emergency. □

*The author is director of the Office of Safety/Health and Environmental Management.*

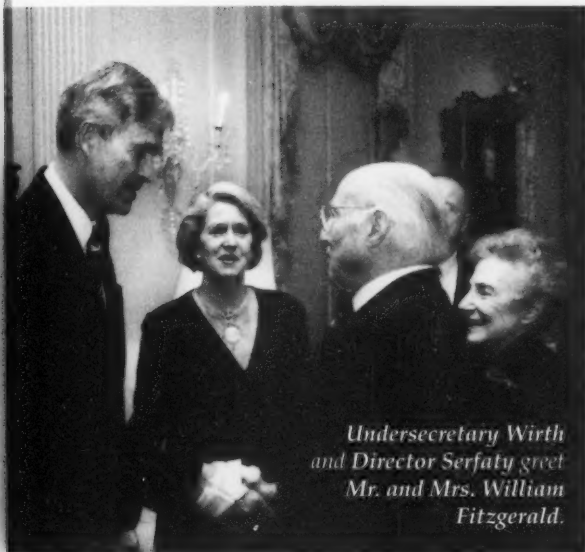
The Office of Fine Arts recently hosted 2 functions to benefit the Diplomatic Reception Rooms.

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## The **A**rt of giving diplomatically

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*At the most recent function April 18, Secretary Albright hosted a black tie dinner in the Benjamin Franklin State Dining Room. Other co-hosts and distinguished dinner guests were Secretary of Defense William S. Cohen, Associate Justices Ruth Bader Ginsburg and Antonin Scalia, Secretary of Education Richard Riley and French Ambassador Francois Bujon.*



*Undersecretary Wirth  
and Director Serfaty greet  
Mr. and Mrs. William  
Fitzgerald.*

The benefit honored Secretary of State and President John Quincy Adams and his wife Louisa Catherine Johnson Adams. To celebrate the 200th anniversary of President and Mrs. Adams' marriage, wedding cake, prepared with a recipe from Mrs. Adams' own cookbook, was served for dessert. After the dinner, John F. W. Rogers, chairman of the Fine Arts Committee, and Secretary Albright delivered remarks.

The other function, a March 21 buffet reception, thanked donors of funds and objects to the Diplomatic Rooms during calendar year 1996. Substituting for Secretary of State Albright, who was in Helsinki with President Clinton, was Undersecretary of State for Global Affairs Timothy E. Wirth and Mrs. Wirth, both of whom greeted guests in the John Quincy Adams State Drawing Room. Gail F. Serfaty, director of the Diplomatic Reception Rooms, and Mr. Wirth thanked everyone for their contributions and continued support.

Financial contributions in 1996 totaled \$660,000. Among the items donated were a silver sauceboat by Jacob Hurd c. 1740-1746, a silver porringer by Jonathan Clark c. 1750 and a Chinese export porcelain tureen with lid c. 1790-1810. — THOMAS G. SUDBRINK



*Secretary Albright greets Mrs. John E. Klein at April benefit.*

# CIVIL SERVICE PERSONNEL

## Promotions (May)

### GG-9

**Allee, Diana M.**, International Organization Affairs

### GS-5

**Cooper, Sandra Gail**, Miami Passport Agency  
**Graham, Helen**, Miami Passport Agency

### GS-6

**Dinsmore, Celia E.**, Miami Passport Agency  
**Matthews, Virginia**, Foreign Service Institute

### GS-7

**Adams, Roniece**, Economic and Business Affairs  
**Kinchen, Lynda Katrice**, Miami Passport Agency  
**Matthews, Gerald Calvin**, Bureau of Personnel  
**Reid, Viviann D.**, Consular Affairs  
**Stinson, Karen D.**, New York Passport Agency  
**Theodore, Barbara Graves**, Economic and Business Affairs

### GS-8

**Boone-Chaplin, Roslyn**, European Affairs  
**Cohn, Rivca S.**, Office of the Secretary  
**Middleton, Adrienne R.**, Inter-American Affairs  
**Snowden, Deniz**, European Affairs

### GS-9

**Hart, Lori J.**, Consular Affairs  
**Kling, James**, New York Passport Agency

### GS-11

**Bravo, Idalia**, New York Passport Agency  
**Champ, Renee C.**, Office of Information Management  
**Clark, Debra C.**, Miami Passport Agency  
**Escoto, Alejandro**, Miami Passport Agency  
**Kouts, Jodi Lynn**, Consular Affairs  
**Lyle, Barbara M.**, Miami Passport Agency  
**Manley, Nancy Y.**, Office of the Chief Financial Officer  
**Saltzman, Richard S.**, Miami Passport Agency  
**Sanders, Theolyn Anise**, Intelligence and Research  
**Wolff, Nancy M.**, Miami Passport Agency

### GS-12

**Aksomitias, Debra L.**, Office of the Chief Financial Officer  
**Bacon, Nellie J.**, Miami Passport Agency  
**Edwards, Regina L.**, Office of Information Management  
**Hayman-French, Karen Ann**, Office of Information Management  
**Morris, Ben B.**, Office of the Chief Financial Officer  
**Paz, Maria Teresa**, Miami Passport Agency  
**Sergeant, Leonard Elmer**, Office of the Chief Financial Officer  
**Wade, Lisa**, Office of the Chief Financial Officer

### GS-13

**Bullivant, Nancy Lynn**, Bureau of Personnel  
**Cooper, Glendena C.**, Miami Passport Agency  
**Ensley, Christopher E.**, Intelligence and Research

### GS-14

**Bennett, Susan Kirstein**, Economic and Business Affairs  
**Fitzgerald, Timothy Cortez**, Office of Information Management  
**Mattox, Robert W.**, Diplomatic Security  
**Miller, John R.**, Office of the Inspector General  
**Ropella, Fay F.**, Office of the Inspector General  
**Voshell, Gayle L.**, Office of the Inspector General

### GS-15

**Comer, Kennis Ray**, Office of the Inspector General  
**Crampton, Gilbert W.**, Intelligence and Research  
**Trejo, Maria Antonieta**, Legislative Affairs  
**Wise, David J.**, Office of the Inspector General

## Appointments (May)

**Ainsworth, Patricia A.**, National Passport Center Portsmouth  
**Barrett, Jonathan**, Office of the Secretary  
**Bartels, Camilla**, Office of the Secretary  
**Bayrasli, Elmira**, Office of the Secretary  
**Beale, Lontria A.**, International Organization Affairs  
**Blair, Raymond E.**, National Passport Center Portsmouth  
**Boria, Paul J.**, National Passport Center Portsmouth  
**Brown, Jayne B.**, National Passport Center Portsmouth  
**Caswell, Martin A.**, National Passport Center Portsmouth  
**Conlogue, Victor L.**, National Passport Center Portsmouth  
**Cote, Teresita P.**, National Passport Center Portsmouth  
**Grasso Jr., Thomas M.**, National Passport Center Portsmouth

**Greenfield, Victoria A.**, Economic and Business Affairs  
**Munger, Roger D.**, National Passport Center Portsmouth  
**Ozeas, Nancy**, Office of the Secretary  
**Paine, Maryann**, National Passport Center Portsmouth  
**Powell, Pamela M.**, International Organization Affairs  
**Prince, Lucille D.**, National Passport Center Portsmouth  
**Prudente, Michelle**, Boston Passport Agency  
**Tilipao, Elsie L.**, Honolulu Passport Agency  
**Wells, Damon R.**, Economic and Business Affairs

## Reassignments (May)

**Kincaid, Karen A.**, Office of the Chief Financial Officer to Office of Information Management  
**Lazar, Lawrence D.**, Foreign Buildings Office to Administration

## Resignations (May)

**Ackerman, Carlene G.**, Office of the Secretary  
**Barclay, Barbara A.**, Bureau of Public Affairs  
**Curley, Jennifer**, Office of the Under Secretary for Management  
**Featherstone, Sharon K.**, Bureau of Personnel  
**Finver, Fay L.**, European Affairs  
**Linder, Lee J.**, Diplomatic Security  
**Matuszak, John M.**, Oceans Bureau  
**Romney, Paulette B.**, Foreign Service Institute  
**Roth, Carol K.**, Administration  
**Stone, Eileen A.**, Foreign Service Institute

## Retirements (May)

**Hahn, Peter W.**, Foreign Buildings Office  
**Lancaster, Carolyn L.**, Political-Military Affairs



# FOREIGN SERVICE PERSONNEL

## Transfers (May)

**Adair, Perry Mason**, Copenhagen to Accra  
**Anderson, Rosalyn H.**, Shenyang to Foreign Buildings Office  
**Beck, Doris A.**, Bureau of Personnel to Shenyang  
**Benker, Robert Edwin**, Diplomatic Security to Algiers  
**Booth, Richard Thomas**, Office of Information Management to Inter-American Affairs  
**Butler, Eldred P.**, Yaounde to Beirut  
**Capriglione, Pasquale**, Diplomatic Security to Kuwait  
**Clark, Michael G.**, Diplomatic Security to Bangkok  
**Cole Jr., Joseph W.**, Foreign Service Specialist Intake to Kuala Lumpur  
**Curry, William K.**, Jakarta to Office of Information Management  
**Haley, Cynthia A.G.**, Manila to Consular Affairs  
**Harding, Peter X.**, Libreville to Ndjamena  
**Hawthorne, Margaret**, International Organization Affairs to European Affairs  
**Huon-Dumentat, Audrey B.**, Suva to Dakar  
**Ingvoldstad, Kirk W.**, Office of Information Management to East Asian and Pacific Affairs  
**Itinger, Michael A.**, Foreign Service Specialist Intake to Bucharest  
**Keil, Rodolfo F.**, Belgrade to Skopje  
**Liptak, Lawrence H.**, Rabat to Bureau of

## Personnel

**Markin, John D.**, Ankara to Rome  
**Marrano, Mark F.**, Bandar Seri Begawan to Sao Paulo  
**Martinez, Maryanne H.**, Democracy, Human Rights and Labor to Oceans Bureau  
**McKeon, Edward**, Guangzhou to Montreal  
**Meiman, Kellie Ann**, Recife to Operations Center  
**Montagne, Elizabeth A.**, European Affairs to Bureau of Personnel  
**O'Connor, Kim M.**, Diplomatic Security to Dhaka  
**Patterson, Alan L.**, African Affairs to Maputo  
**Philo, William H.**, Yaounde to Bangui  
**Riccardelli, Margaret J.**, Executive Secretariat to Foreign Service Institute  
**Robb, George Andrew**, Foreign Service Specialist Intake to Ottawa  
**Robinson, Sandralee M.**, Havana to Dushanbe  
**Rosen, Wayne M.**, International Organization Affairs to European Affairs  
**Rowe, Heide H.**, Bureau of Public Affairs to Bureau of Personnel  
**Rubino, James R.**, Abidjan to Port-au-Prince  
**Savitz, Philip William**, Bonn to Medical Complement  
**Siebentritt, Carl R.**, European Affairs to Foreign Service Institute  
**Skavdahl, Roger A.**, Manila to Bogota  
**Sklar, Richard**, Sarajevo to European Affairs  
**Smith, Glenn W.**, Inter-American Affairs to Panama  
**Stafford Jr., Lawrence J.**, Bangkok to Shenyang

**Sterling, Adam H.**, Office of the Secretary to European Affairs  
**Stewart, Brian K.**, European Affairs to Vienna  
**Thompson, Dean**, Dhaka to Asuncion  
**Toepfer, Bonnie J.**, European Affairs to Vienna

## Resignations (May)

**Barnett, Linda Wright**, Asmara  
**Bishop, Jemma W.**, Dhaka  
**Bridges, Donna Jean**, Bridgetown  
**Donaghy, Gary W., Jr.**, Frankfurt  
**John, Tania M.**, Office of Information Management  
**Keshap, Karen Young**, Conakry  
**Kirk, Nancy E.**, Tallinn  
**Menzies, John**, Bureau of Personnel  
**Patton, Jennifer L.**, St. Petersburg  
**Poli, Charles J.**, Bonn  
**Ryan Jr., Emmett J.**, Hong Kong  
**Snyder, Patti J.**, Jeddah  
**Spiegel, Daniel L.**, Geneva  
**Walsh, Katia M.**, Tegucigalpa

## Retirements (May)

**Burke, James J.**, Leave Without Pay  
**Hulings III, Joseph S.**, Diplomats in Residence  
**Kupke, Frederick L.**, Hermosillo  
**Peterson Jr., David A.**, Bureau of Personnel

## 2 honored for sculptural renovation

Two Department employees were honored recently for their role in renovating the "Expanded Universe," the majestic statue that graces State's center courtyard. (*State*, Jan./Feb.) The Bureau of Administration's James Slager and Frank Bright received GSA's Design Excellence Award in a ceremony at the U.S. Pension Building, March 21. Mr. Slager, an architect in the Office of Real Property Management, was singled out for his work with other architects, engineers, contractors and restoration experts throughout the two-year renovation. Mr. Bright, chief of the Buildings Management Division, was cited for contracting with GSA to undertake the restoration project. □

*The Bureau of Administration's James Slager, right, receives award from GSA's Rick Hendricks.*



## OBITUARIES



*Eugenie Anderson, first female ambassador, with children in Bulgaria during her stint as envoy there in 1963.*

**EUGENIE ANDERSON**, 87, this country's first official female ambassador, died in Red Wing, Minn., March 31.

Ms. Anderson attained the honor in 1949, when President Truman appointed her chief of mission in Copenhagen. Three other women served as ministers to foreign countries before her, but the United States did not have embassies in those nations at that time.

Before beginning her diplomatic career, Ms. Anderson was a political organizer in Minnesota, assisting in the merger of the Democratic and Farmer Labor parties. She also served as Minnesota's Democratic national committeewoman.

As envoy, Ms. Anderson became the first woman to sign a treaty on behalf of the United States when she negotiated a trade and navigation agreement with Copenhagen. President Kennedy named her chief of mission in Sofia in 1962. She later served as a special assistant to Secretary of State Dean Rusk and as U.S. representative to the U.N. Trusteeship Council in 1975.



**EDITH A. BELCHER**, 79, widow of Taylor G. Belcher, former ambassador to Cyprus and Peru, died in Garrison, N.Y., April 1.

Beginning in the 1940s, she accompanied her husband on tours in Mexico City, Glasgow, Washington, Nicosia and Lima. She was active in efforts to aid deaf and blind children in Cyprus, and in Peru she assisted earthquake victims. In Washington, she helped edit the *Foreign Service Journal*.

Ms. Belcher was a native of Buffalo who attended a business college in New York before her marriage. Survivors include two sons, a brother and four grandchildren.

**RICHARD P. BUTRICK**, 102, former director general, died at Sibley Memorial Hospital in Washington, April 13.

Mr. Butrick began his 38-year career in the Foreign Service in 1921 with an assignment in Valparaiso. After postings to Iquique and Guayaquil, he became consul in Hankow in 1926. He also served in St. John's, Shanghai and Beijing, where he was imprisoned for six months by the Japanese following the outbreak of World War II.

In 1942, Mr. Butrick became counselor in Santiago. Three years later he became a member of the group that drafted the Foreign Service Act of 1946. After serving as a special representative of the President to the Far East, he became a foreign affairs adviser in Manila in 1946. In that capacity, he helped draft the charter for the Philippine foreign service.

In 1948, Mr. Butrick was named minister to Iceland. He served as director general, 1949-52. In 1952, Mr. Butrick was named principal officer and consul general in Montreal. He held the same posts in Sao Paulo before retiring in 1959.

Mr. Butrick was born in Lockport, N.Y., Aug. 6, 1894. He was a member of the first graduating class of Georgetown University's School of Foreign Service. He held Georgetown's President Award and a Distinguished Service Award from DACOR for which he was an honorary governor. Survivors include his wife, Rachel Butrick, of Washington, a daughter, a son, eight grandchildren and two great-grandchildren.

**COLEMAN (ALAN) CHANDLER**, 48, computer specialist in the finance bureau, died of cancer in Washington, March 27.

Mr. Chandler began his career at State as a clerk in the political military bureau in 1972. Two years later he became a computer operator in the Bureau of Finance and Management Policy. He was promoted to computer specialist there in 1989. Since 1990, he had been assigned to the bureau's executive office, where he earned two cash awards for his work.

Mr. Chandler was a native of Washington who attended Strayer College and Howard University. He served for 17 years in the Army Reserve, attaining the rank of captain. In addition to his work at State, he was an ordained minister who made three trips to Guyana as a missionary. Survivors include his wife, Deborah Pair, his parents, a brother and two stepchildren.



## OBITUARIES

**PAUL F. DUVIVIER**, 82, retired Foreign Service officer, died of cancer in Hunt Valley, Md., Feb. 27.

Mr. DuVivier joined the Service in 1941 and was first assigned to St. Johns. After a posting to Marseilles, he was interned by the Germans during World War II. Upon his release in 1944, he was assigned to Accra. He was posted to Ottawa before becoming commercial officer in Stockholm in 1950. He held a similar position in Berlin before returning to Washington in 1954.

Mr. DuVivier served as deputy commercial officer in Paris, 1958-61. After a posting to Bordeaux, he was named principal officer in Nice and Monaco in 1962. He served as consul general in Edinburgh before being detailed to the Department of Commerce in 1968. After a final tour as deputy principal officer in Frankfurt, he retired in 1971.

Mr. DuVivier was a native of New York who earned a bachelor's degree from Princeton and master's and doctorate degrees from Georgetown. He held Princeton's Distinguished Service Award for the class of 1938 for his diplomatic work, aiding the French resistance and authoring three books on French history and culture. Survivors include his wife, Margaret DuVivier, of Hunt Valley, a daughter, a son and two grandchildren.



**CHARLES F. HAWKINS**, 84, retired Civil Service employee and Foreign Service officer, died in Flagler Beach, Fla., Feb. 14.

Mr. Hawkins began his 41-year career at State as a clerk in 1935. After serving as an administrative assistant in the Bureau of Personnel, he became a procurement specialist in the Budget and Finance Office in 1944. In the 1950s, he served as a branch chief and supervisory finance officer. In 1965, he joined the Foreign Service, where he was assigned to the educational and cultural affairs bureau before retiring in 1976. He earned a Meritorious Service Award for his work in the Department.

Mr. Hawkins was a native of Alexandria, Va., who received a bachelor's degree from Southeastern University. Survivors include a daughter, Nancy Hulser, of Palm Coast, Fla., two sons and four grandchildren.

**RUTH-ERCILE L. HODGES**, 24, a Foreign Service officer, was fatally injured in a car accident near Washington, March 21. Her death occurred one month before she was to assume duties at her first post in Santo Domingo.

Ruth A. Davis, former ambassador to Benin, for whom Ms. Hodges worked as an intern two summers ago, praised her as "an outstanding young officer who was destined to serve with honor and distinction." A magna cum laude graduate of Spelman College, Ms. Hodges earned a master's degree in international affairs at George Washington University last June. She was the recipient of the Foreign Affairs Fellowship, awarded jointly by the Woodrow Wilson National Fellowship Foundation and the Department.

A native of Atlanta, Ms. Hodges leaves her parents, Virgil and Verna Hodges, and a brother, Virgil Hodges III.



**EDWARD B. FENSTERMACHER**, 73, retired Foreign Service officer, died in Wilmington, N.C., March 9.

Mr. Fenstermacher began his career at State as a diplomatic courier in Paris in 1948. After similar postings in Manila, Panama City and Frankfurt, he became general services officer in Addis Ababa in 1960. He was an administrative officer in the European bureau before going to Copenhagen in 1966. Three years later he began a second tour in Panama City. In 1973 he returned to Washington, where he served as chief of the Diplomatic Pouch and Mail Division before retiring in 1985.

Mr. Fenstermacher was born Dec. 18, 1923, in Long Branch, N.J. He served in the Army Air Force during World War II and earned a bachelor's degree from Muhlenberg College before beginning his career at State. Survivors include his wife, Alouise Lien Fenstermacher, of Wilmington, a daughter, two sons, a brother and two grandchildren.



**BOWEN K. KENNEDY**, 73, retired Foreign Service officer, died of complications of a stroke in Arlington, Va., Dec. 5. He was the widower of retired Foreign Service secretary Ruth Kennedy.

Mr. Kennedy joined the Service in 1965 as a personnel officer in Tehran. He was posted to Islamabad and Ankara before going to Bogota in 1975. After an assignment in the inter-America bureau, he became a placement officer in the Bureau of Personnel in 1977. Two

## OBITUARIES

years later, he was posted to Belgrade. He retired in 1984 after a final tour in Geneva. Five years later he returned to the Department for a one-year project, performing wage compensation surveys in Haiti, Jamaica and the Bahamas. He held the Superior Honor Award.

Mr. Kennedy, a native of Washington, attended George Washington and American universities. He served in the Army and Merchant Marines during World War II. Before State, he worked in civilian personnel in the Air Force and for NASA. Survivors include two sons and two grandchildren.

**MARY KEATING MANZOLI**, 80, retired intelligence analyst, died of a stroke at Sibley Memorial Hospital in Washington, Feb. 17.

Ms. Manzoli began her 32-year career in the Bureau of Intelligence and Research in 1946. She specialized in economic matters in the bureau's Latin American office until her retirement in 1978. A native of Cleveland, Ms. Manzoli earned a bachelor's degree from George Washington University. In addition to her work at State, she held posts in the Society of Women Geographers, the Inter-American Council and the Women's Democratic Club. There are no survivors.

**ADA E. KRAUSE**, 70, a retired secretary who served on four continents, died of emphysema at a hospice in Monterey, Calif., Nov. 23.

Beginning in early 1950s, she held tours in Frankfurt, Tehran, Bangkok, Recife, Lagos and Saigon. After a final assignment as an administrative assistant in Washington, she retired in 1976.

Ms. Krause, a native of Sisseton, S.D., worked as a court reporter for the Army in Alaska and Europe before joining State. After State, she served as an administrative assistant at California's Peralta College before retiring again in 1990. Survivors include a sister, Ardith Wilson, of Pacific Grove, Calif., two other sisters and a brother.



**MAGNESS L. NEWMAN**, 87, retired Foreign Service employee, died in Delaware, Ohio, March 7.

Mr. Newman joined the Service as a guard in 1946. After serving as a supply clerk in Vienna and Seoul, he became a general services assistant in Addis Ababa in 1956. He was pouch supervisor in Cairo, 1959-62. After a final tour in Berlin, he retired in 1969.

Mr. Newman was a Nashville native and veteran of the Normandy invasion during World War II. After his career at State, he directed alumni relations at Ohio Wesleyan University. Survivors include his wife, Lolly Newman, of Delaware, two daughters, two sisters, three brothers, four grandchildren and three great-grandchildren.

**DOROTHY LOUISE PASCOE**, 68, retired Foreign Service secretary, died of lung cancer in Las Vegas, Nev., Feb. 11.

Ms. Pascoe joined the Foreign Service in 1969 and was assigned to Kathmandu. After a posting to Tel Aviv, she went to Santo Domingo in 1974. Two years later, she was assigned to Nairobi, followed by tours in Taipei and Beirut, where she served as the ambassador's secretary. During her assignment there, terrorists bombed the embassy. In 1984, she was posted to Canberra. She retired in 1987 after a final tour in Bangkok. She received Superior Honor and Meritorious Service Awards for her work at State.

Ms. Pascoe was born in Los Angeles on Jan. 20, 1929. She served in the Air Force before serving in the Department. In retirement, she worked as a volunteer for eight years at a hospital in Las Vegas. Survivors include her sister, Jean Locklear, of Henderson, Nev., three nephews and two nieces.

**ROBERT JANNEY REDINGTON**, 77, retired Foreign Service officer, died in Guilford, Conn., March 8.

Mr. Redington joined the Service in 1946 as economic officer in La Paz. After a public affairs assignment in Asuncion, he became consular officer in Geneva in 1951. He served as political officer in Warsaw and economic officer in Ottawa before returning to Washington in 1957. After studies at the Industrial College of the Armed Forces, he was named DCM in Fort Lamy in 1962. Two years later, he became a supervisory educational and cultural exchange officer. He served as deputy director of the Office of Inter-American Political Affairs before retiring in the early 1970s.

Mr. Redington was born in New York and educated at Yale and George Washington University. He served as an Army officer during World War II. After State, he taught Spanish and French at private schools. Although he lost his sight in retirement, he published a book in 1982 describing hiking trails in the Adirondacks. Survivors include two sons, Christopher and Randolph Redington, both of West Hartford, Conn.

# Education & Training

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>Intensive Area Studies</b>			
Africa, Sub-Saharan (AR 210)	4	--	2 Weeks
East Asia (AR 220)	4	--	2 Weeks
Europe (AR 291)	4	--	2 Weeks
Inter-American Studies (AR 239)	4	--	2 Weeks
Near East/North Africa (AR 240)	4	15	2 Weeks
South Asia (AR 260)	4	--	2 Weeks
Southeast Asia (AR 270)	4	--	2 Weeks
Successor States-Soviet Union (AR 281)	4	--	2 Weeks

### Advanced Area Studies

Albania (AR 563)  
 Andean Republics (AR 533)  
 Arabian Peninsula/Gulf (AR 541)  
 Baltic States (AR 588)  
 Benelux/EU/NATO (AR 568)  
 Brazil (AR 535)  
 Bulgaria (AR 564)  
 Caucasus (AR 585)  
 Central America (AR 539)  
 Central Asia (AR 586)  
 China/Hong Kong/Taiwan (AR 521)  
 Czech Republic/Slovakia (AR 518)  
 Eastern Africa (AR 511)  
 Fertile Crescent (AR 542)  
 Former Yugoslavia (AR 562)  
 France (AR 567)  
 Francophone Africa (AR 513)  
 German-Speaking Europe (AR 593)  
 Greece/Cyprus (AR 589)  
 Haiti (AR 536)  
 Hungary (AR 519)  
 Iberia (AR 591)  
 Insular Southeast Asia (AR 571)  
 Italy (AR 594)  
 Japan (AR 522)  
 Korea (AR 523)  
 Lusophone Africa (AR 514)  
 Mainland Southeast Asia (AR 572)  
 Mexico (AR 531)  
 Nordic Countries (AR 596)  
 Northern Africa (AR 515)  
 Poland (AR 587)  
 Romania (AR 569)  
 Russia/Belarus (AR 566)  
 South Asia (AR 560)  
 Southern Africa (AR 512)  
 Southern Cone (AR 534)  
 The Caribbean (AR 538)  
 Turkey (AR 543)  
 Ukraine (AR 565)

These courses are integrated with the corresponding languages and are scheduled weekly for 3 hours. Starting dates correspond to language starting dates.

## President expands family and medical leave policy

Employees may schedule and take up to 24 hours of leave without pay each year to participate in the following activities:

**School and Early Childhood Education Activities** - to allow employees to participate in school activities directly related to the educational advancement of a child. This would include parent-teacher conferences or meetings with a child-care facility, or participating in volunteer activities supporting the child's educational advancement. "School" refers to an elementary school, secondary school, Head Start program or a child-care facility.

**Routine Family Medical Purposes** - to allow parents to accompany children to routine medical or dental appointments, such as annual checkups or vaccinations.

**Elderly Relatives' Health or Care Needs** - to allow employees to accompany an elderly relative to routine medical or dental appointments or other professional services related to the care of the elderly relative, such as making arrangements for housing, meals, phones, banking services and similar activities.

When paid time off is available to the employee, supervisors are encouraged to support their requests. Scheduled paid leave or time off includes annual leave, sick leave, compensatory time off and credit hours under flexible work schedules.

This new policy is based on the President's April 11 memo to federal agencies to ensure that federal employees can take leave to fulfill certain family obligations. This policy expands existing statutory authorities supporting a family friendly workplace.

*Further questions on this issue may be directed to the Office of Employee Relations (PER/ER) at (703) 516-1657.*

## Council to issue interim report

The Council on Equality in the Workplace is charged with reviewing Department of State policies, practices and procedures to identify and address real and perceived barriers to advancement or imbalances in opportunities for all employees.

The Council will meet in coming weeks with Secretary Albright and her assistant secretaries to review an action plan that addresses the concerns raised through surveys, brown bag meetings and town meetings. The Council will then make policy recommendations and issue an annual report to employees this summer.

The Council will continue to engage in these efforts in future years, according to officials.

## Employees bring sons, daughters to work

The State Department joined individuals from thousands of other public and private organizations throughout the country April 24 in participating in the fifth annual "Take our Daughters and Sons to Work Day," including Secretary Albright, who met with children of employees.

The day was developed and promoted in conjunction with the Ms. Foundation to focus attention on young women ages 9-15. State has expanded the scope of the program to include sons as well as daughters.

Supervisors and managers made special arrangements, where necessary, to allow parents and children to tour the library, and the Diplomatic Reception Rooms. Other special activities were conducted by individual bureaus, according to the Office of Employee Relations.

*Right: Secretary of State Madeleine Albright and William Burns, special assistant to the Secretary and executive secretary of the Department, with children of Department employees during "Bring Your Daughters and Sons to Work Day."*

# Education & Training

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
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### SLS, Basic Language Courses (Full-Time Training)

These courses are integrated with the corresponding languages and are scheduled weekly for 3 hours. Starting dates correspond to language starting dates.

Afrikaans (LAA 100)	18	--	23 Weeks
Albanian (LAB 100)	18	--	23/44 Weeks
Amharic (LAC 100)	18	--	23/44 Weeks
Arabic (Egyptian) (LAE 100)	18	--	23/44 Weeks
Arabic (North African) (LQW 100)	8	--	23/44 Weeks
	18	--	
Arabic (Modern Standard) (LAD 100)	18	--	23/44 Weeks
Armenian (LRE 100)	18	--	44 Weeks
Azerbaijani (LAX 100)	18	--	23/44 Weeks
Bengali (LBN 100)	18	--	23/44 Weeks
Bulgarian (LBU 100)	18	--	23/44 Weeks
Burmese (LBY 100)	18	--	23/44 Weeks
Chinese (Mandarin) (LCM 100)	18	--	23/44 Weeks
Chinese (Mandarin) (2nd Year) (LCM 102)	18	--	44 Weeks
Chinese (Cantonese) (LCC 100)	18	--	23/44 Weeks
Croatian (LHR 100)	18	--	44 Weeks
Czech (LCX 100)	18	--	23/44 Weeks
Danish (LDA 100)	18	--	23 Weeks
Dutch/Flemish (LDU 100)	18	--	23 Weeks
Estonian (LES 100)	18	--	23/44 Weeks
Finnish (LFJ 100)	18	--	23/44 Weeks
French (LFR 100)	18	--	24 Weeks
Georgian (LGG 100)	18	--	44/23 Weeks
	19	--	
German (LGM 100)	18	--	24 Weeks
Greek (LGR 100)	18	--	23/44 Weeks
Hebrew (LHE 100)	18	--	23/44 Weeks
Hindi (LHJ 100)	18	--	23/44 Weeks
Hungarian (LHU 100)	18	--	23/44 Weeks
Indonesian (LJN 100)	18	--	23/36 Weeks
Italian (LJT 100)	18	--	24 Weeks
Japanese (LJA 100)	18	--	23/44 Weeks
Khmer (Cambodian) (LCA 100)	18	--	23/44 Weeks



# Education & Training

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>SLS, Basic Language Courses (Full-Time Training) (Continued)</b>			
Korean (LKP 100)	18	--	23/44 Weeks
Lao (LLC 100)	18	--	23/44 Weeks
Latvian (LLE 100)	18	--	23/44 Weeks
Lithuanian (LLT 100)	18	--	23/44 Weeks
Macedonian (LMA 100)	18	--	23/44 Weeks
Malay (LML 100)	18	--	23/36 Weeks
Mongolian (LMV 100)	18	--	23/44 Weeks
	19	--	
Nepali/Nepalese (LNE 100)	18	--	23/44 Weeks
Norwegian (LNR 100)	18	--	23 Weeks
Persian/Dari (Afghan) (LPG 100)	18	--	23/44 Weeks
Persian/Farsi (Iranian) (LPF 100)	18	--	23/44 Weeks
Pilipino/Tagalog (LTA 100)	18	--	23/44 Weeks
Polish (LPL 100)	18	--	23/44 Weeks
Portuguese (Brazilian) (LPY 100)	18	--	24 Weeks
Portuguese (European) (LPY 101)	18	--	24 Weeks
Romanian (LRU 100)	18	--	23 Weeks
Russian (LRU 10U)	18	--	23/44 Weeks
Russian Advanced (LRU 101)	18	--	44 Weeks
Serbian (LSR 100)	18	--	23/44 Weeks
Slovak (LSK 100)	18	--	23/44 Weeks
Spanish (LQB 100)	18	--	24 Weeks
Swahili/Kiswahili (LSW 100)	18	--	23 Weeks
Swedish (LSY 100)	18	--	23 Weeks
Tajiki (LTB 100)	18	--	23/44 Weeks
Thai (LTH 100)	18	--	23/44 Weeks
Turkish (LTU 100)	18	--	23 Weeks
Ukrainian (LUK 100)	18	--	23/44 Weeks
Urdu (LUR 100)	18	--	23/44 Weeks
Uzbek (LUX 100)	18	--	23/44 Weeks
Vietnamese (LVS 100)	18	--	23/44 Weeks

## SLS, Familiarization & Short-Term (FAST) Language Courses

Albanian (Fast) (LAB 200)	18	--	8 Weeks
Amharic (Fast) (LAC 200)	18	--	8 Weeks
Arabic (Egyptian) (LAE 200)	18	--	8 Weeks
Arabic (North African) (LQW 200)	18	--	8 Weeks
Arabic (Modern Standard) (LAD 200)	18	--	8 Weeks
Armenian (Fast) (LRE 200)	18	--	8 Weeks
Azerbaijani (Fast) (LAX 200)	18	--	8 Weeks
Bengali (Fast) (LBN 200)	18	--	8 Weeks
Bulgarian (Fast) (LBU 200)	18	--	8 Weeks
Burmese (Fast) (LBY 200)	18	--	8 Weeks
Chinese (Mandarin) (Fast) (LCM 200)	18	--	8 Weeks
Croatian (Fast) (LHR 200)	18	--	8 Weeks
Czech (Fast) (LCX 200)	18	--	8 Weeks
Estonian (Fast) (LES 200)	18	--	8 Weeks
French (Fast) (LFR 200)	18	--	8 Weeks
Georgian (Fast) (LGG 200)	18	--	8 Weeks
German (Fast) (LGM 200)	18	--	8 Weeks
Greek (Fast) (LGR 200)	18	--	8 Weeks
Hebrew (Fast) (LHE 200)	18	--	8 Weeks
Hindi (Fast) (LHJ 200)	18	--	8 Weeks
Hungarian (Fast) (LHU 200)	18	--	8 Weeks

## CEG announces leadership program

The Council for Excellence in Government (CEG) has announced its 1997/98 Excellence in Government Fellows Program, a leadership development opportunity for approximately 100 high-performing government professionals at the GS-14 level or above. Exceptional managers at the GS-13 level may also apply.

The one-year program focuses on results and allows Fellows to remain in their current positions and use their training to benefit their organization. They must be available for daylong seminars, small group sessions, site visits to corporations, federal agencies and retreats. Participants are encouraged to act as leaders in their organizations while participating in a series of intensive developmental experiences. At the heart of the program is skilled coaching and interaction with outstanding public and private sector leaders.

Tuition for the program is \$6,000 plus travel expenses and must be funded by the participant's bureau. Program applications and information are available in Room 2809, Main State. Completed application packages should be submitted by June 2, 1997, to Melaine Howell, program coordinator, PER/CSP/PICDD, Room 2809, M.S. Submissions must be reviewed by the coordinator and received at the CEG by June 10.

*For more information, please call (202) 647-7306.*

## Bureau exhibit features small office firms

The Department's A/SDBU will sponsor June 18 its fifth annual special exhibit, featuring small businesses that manufacture or distribute office supplies, equipment, furniture, furnishings and recycled or energy-efficient products. Many of the exhibitors are on the GSA schedule and will accept the government credit card. The exhibit will be held in the Main State Department Exhibit Hall, 10 a.m.-2 p.m. All employees are invited to attend.

# Education & Training

Continued from page 40  
Accent on Outreach

her e-mail address, 1,000 school children congratulated her on her new position by e-mail. Their questions ranged from what it feels like to be the first female Secretary of State to what is her favorite hobby.

Secretary Albright's public activities since her confirmation have put deeds and vision together. She is establishing benchmarks for the Department's present and future.

During the past two years, PA has launched a campaign of Foreign Policy Town Meetings, hundreds of radio and television interviews and a major web site expansion, increasing not only the Department's exposure but that of the Foreign and Civil Service as well. But we need to do more, and we need your help. In the coming months, we will continue to highlight the many ways Department officials maintain the dialogue with America. Your experiences and anecdotes may be submitted to Diana Weston in the Bureau of Public Affairs at 647-5826, POEMS e-mail or Internet e-mail: westond@panet.us-state.gov. □

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>SLS, Familiarization &amp; Short-Term (FAST) Language Courses (Continued)</b>			
Indonesian (LJN 200)	18	--	8 Weeks
Italian (Fast) (LJT 200)	18	--	8 Weeks
Japanese (Fast) (LJA 200)	18	--	8 Weeks
Khmer (Cambodian) (Fast) (LCA 200)	18	--	8 Weeks
Korean (Fast) (LKP 200)	18	--	8 Weeks
Lao (Fast) (LLC 200)	18	--	8 Weeks
Latvian (Fast) (LLE 200)	18	--	8 Weeks
Lithuanian (Fast) (LML 200)	18	--	8 Weeks
Macedonian (Fast) (LMA 200)	18	--	8 Weeks
Malay (Fast) (LML 200)	18	--	8 Weeks
Polish (Fast) (LPL 200)	18	--	8 Weeks
Portuguese (Brazilian) (LPY 200)	18	--	8 Weeks
Romanian (Fast) (LRQ 200)	18	--	8 Weeks
Russian (Fast) (LRU 200)	18	--	8 Weeks
Serbian (Fast) (LSR 200)	18	--	8 Weeks
Slovak (Fast) (LSK 200)	18	--	8 Weeks
Spanish (Fast) (LQB 200)	18	--	8 Weeks
Thai (Fast) (LTH 200)	18	--	8 Weeks
Turkish (Fast) (LTU 200)	18	--	8 Weeks
Urdu (Fast) (LUR 200)	18	--	8 Weeks
Vietnamese (Fast) (LVS 200)	18	--	8 Weeks

## Overseas Field School Language Training

Arabic (Field School) (LAD 950)	4	--	44 Weeks
Chinese (Field School) (LCM 950)	11	--	44 Weeks
Japanese (Field School) (LJA 950)	11	--	44 Weeks
Korean (Field School) (LKP 950)	11	--	44 Weeks





# Education & Training

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>Administrative Training</b>			
Budget & Financial Management (PA 211)	—	2	7 Weeks
CFMS - Budget Execution (PA 151)	27	--	2 Days
CFMS - Miscellaneous Obligations (PA 154)	25	--	2 Days
CFMS - Requisition Documents (PA 153)	19	--	2 Days
CFMS - System Overview and Orientation (PA 150)	15	--	1 Day
	18	--	
CFMS - Travel Orders (PA 155)	21	--	2 Days
Customer Service (PA 143)	--	4	2 Days
FSN Classification and Compensation (PA 232)	--	15	2 Weeks
General Services Operation (PA 221)	4	2	12 Weeks
	--	29	
How To Be a Certifying Officer (PA 291)			Correspondence Course
How To Be a Contracting Officer Rep. (PA 130)			Correspondence Course
How To Write a Statement of Work (PA 134)			Correspondence Course
Intro. to Simplified Acquisitions & Req. Overseas (PA 222)			Correspondence Course
Management Control Workshop (PA 137)	--	22	2 Days
Management Controls Workbook (PA 164)			Correspondence Course
Overseas Administrative Officer's Course (PA 243)	11	--	2 Days
Overseas Contracting Officer's Warrant Training (PA 223)	--	8	4 Weeks
Personnel Course (PA 231)	25	--	7 Weeks
Property Management for Custodial Officers (PA 135)	--	11	2 Days
Training for Overseas Cashier Supervisor (PA 294)			Correspondence Course
Training for Overseas Cashier (PA 293)			Correspondence Course
Training for Overseas Voucher Examiners (PA 200)			Correspondence Course
Working with ICASS (PA 214)	26	9	4 Days
ICASS One-Day Seminar (PA 245)	6	3	1 Day
	20	17	

## Consular Training

Automation for Consular Officers (PC 116)	4	3	1.8 Weeks
	18	15	
Congen Rosslyn Consular (PC 530)			Continuous Enrollment
Consular Orientation (PC 105)			Continuous Enrollment 6 Days
Immigration Law and Visa Operation (PC 102)			Correspondence Course
Nationality Law and Consular Procedures (PC 103)			Correspondence Course 6 Days
Overseas Citizens' Services (PC 104)			Correspondence Course
Passport Examiners' Correspondence Course (PC 110)			Correspondence Course

## Curriculum and Staff Development

Basic Facilitation & Delivery Workshop (PD 513)	6	--	3 Days
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## Economic & Commercial Training

Export Promotion (PE 125)	18	--	1 Week
FS Economic and Commercial Studies (PE 250)	--	15	36 Weeks
Scientific Technology & Foreign Policy (PG 562)	--	15	1 Week

Opposite: At Bureau of Personnel awards ceremony; from left: William Owen (PER/RCT/CTC), Monica Bradley (PER/RMA/LCG); Brent Hartley (PER/RMA/LCG); Anita Schroeder (PER/EX); Director General Anthony C.E. Quinton; Terri Sutton (PER/REE/REC); Ida Engelman (PER/CSP); Mary Carper (PER/CSP); Vicky Le Master (PER/CSP); Thomas O'Herron (PER/G) and Patrick Folan (PER/RMA/LCG).

# Education & Training

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>Information Management Training</b>			
Access 2.0 Intermediate (PS 151)	5*	--	2 Days
	20*	--	
Access 2.0 Introduction (PS 150)	13*	17	2 Days
	--	29	
Banyan Vines Administration (PS 260)	--	22	1 Week
C-Lan End User Training (PS 223)	19	16	1 Day
Excel 5.0 for Windows (PS 170)	11	3	2 Days
	14	8	
	18	11	
	25	22	
Excel 5.0 for Windows Intermediate (PS 171)	11	8	2 Days
	25	15	
PowerPoint 4.0 for Windows, Introduction (PS 140)	4*	15	2 Days
	18	22	
Internet, Concepts (PS 218)	8	5	1 Day
	20	19	
Introduction to Windows (PS 123)	8	2	1 Day
	12	9	
Microsoft Project (PS 180)	22	19	23 Days
MS Exchange Basic (PS 299)	4	--	2 Day
	8	5	1 Day
	22	19	
NT Server 3.5 Administration (PS 265)	18	15	1 Week
PC Survival Skills (PS 112)	11	8	1 Day
	25	22	
PowerPoint 4.0 Intermediate (PS 141)	4	--	1 Day
Windows for Workgroups for End Users, Introduction (PS 162)	15	12	1 Day
Windows NT 3.51 Administration (PS 264)	11	-8	1 Week
Windows for Workgroups Administration (PS 262)	26	--	3 Days
Word 6.0 for Windows, Introduction (PS 132)	6	3	2 Days
	13	10	
	14, 20	11, 17	
	27, 28	24, 25	

\* These classes are full and since all computer classes fill quickly, please contact the Office of the Registrar, (703) 302-7147, to find out about the enrollment status.



## Ask Dr. Dumont

Continued from Page 36

suggested that the lift some people feel after eating sweets may be due to a shift in mood rather than from an increase in energy. The relationship of children ingesting high sugar foods to the occurrence of dental cavities is clearly demonstrated by scientific research.

**Q.** *My baby sometimes gets a stuffy nose. When her nose is stuffy, she refuses to eat. Can I give her salt water nose drops or medicated nose drops? What would help?*

**A.** Babies as young as two months can get colds or allergies that cause stuffy noses. When their noses are stuffy and they try to feed, mouth breathing is not possible then, so eating is not possible and the infants become fitful feeders!

Saline nose drops, usually prepared with sterile warm water and table salt at a ratio of one-half teaspoon of salt per four ounces of water can be instilled in the baby's nose and removed using a bulb syringe, the rubber bulb with a short extension found in drug stores and where baby supplies are sold. This practice removes the mucus that clogs the nasal passages and is not harmful nor habit forming. Clearing the nose should help relieve the feeding problems that result from clogged breathing passages. □

## Correction:

Retired Foreign Service officer Bridget Burkart, left, with an unidentified man at a picnic hosted by the emir of Khaffi on the Kuwait border. The man was identified as the emir in the April issue. We regret the error.

# Education & Training

## Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>Information Management Training (Continued)</b>			
Word 6.0 for Windows, Intermediate (PS 133)	6	3	2/1 Days
	-8	17	
Word 6.0 for Windows, Advanced (PS 146)	19	-	
	7	25	1 Day
<b>Leadership &amp; Management Development</b>			
EEO/Diversity Awareness for Managers and Supervisors (PT 107)	4	8	2 Days
	7	11	
	11	18	
	25	22	
	28	-	
Effective Public Speaking (PT 113)	-4	-	1 Day
Foreign Affairs Leadership Seminar (PT 119)	-	14	2.2 Weeks
Inspector's Management (PT 104)	-	9	4 Days
Introduction to Management Skills (PT 207)	-	8	1 Week
Introduction to Business Process Re-Engineering (PT 128)	26	-	0.5 Day
Performance Management Seminar (PT 205)	11	-	3 Days

## Warrenton - Information Management Training

Backup-Limited Communications Operations (YW 119)	18	29	2 Weeks
CIHS - Classified Information Handling System (YW 166)	-	1	4 Weeks
ET- Enhanced Terminal (YW 174)	18	-	2 Weeks
CLAN - Classified Local Area Network (YW 177)	4	1	2 Weeks
TERP V - Terminal Equipment Replacement Prog V (YW 184)	-	1, 29	1 Week
CLAN Operator Course (YW 223)	18	22	2 Weeks
PINS - Post Integrated Network System (YW 554)	18	22	1 Week
TEUKEY SYS - Intro to Telephone & Key Systems (YW 140)	25	29	1 Week
SX-50 - Mitel PBX SX-50 (YW 219)	-	1	1 Week
SX-200D - Mitel PBX SX-200 (YW 220)	4	8	1 Week
SX-20/200A - Mitel PBX SX-20/200 Analog (YW 222)	11	15	1 Week
SX-2000 - Mitel PBX SX-2000 Analog (YW 221)	25	29	2 Weeks
Meridian 61C (YW 497)	4, 11,	1, 8,	1 Week
Professional Development (YW 164)	18, 25	15, 22, 29	

## Warrenton - Information Management Training (Continued)

ADP - Automated Data Processing (YW 190)			
Networking with Windows for Workgroups 3.11 (YW 210)			
Basic PC Maintenance (YW 224)			
Windows NT Local Area Network Administration (YW 225)			
Microsoft Mail Administration (YW 335)			
Banyan LAN - Local Area Networks (YW 640)			
PC B/A - Personal Computer Basics/Advanced (YW 641)			
DATAComm - Introduction to DATAComm (YW 173)			
Wide-Band Digital Transmission Networking (YW 213)			
BPS - Black Packet Switching (YW 334)			
IDNX/90 EXS, IDNX/20 and IDNX MICRO/20 (YW 850)			

## Junior Officer Training and Orientation Training

Orientation for FS Officers (PG 101)			
Orientation for Designated Posts (PN 112)			
Orientation for Civil Service Employees (PN 105)			
Washington Tradecraft (PT 203)			

# Education & Training

Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Length
<b>Office Management Training</b>			
Civil Service Office Support Professional Program (PK 206)	--	16	20 Days
Effective Speaking & Listening Skills (PK 240)	11	--	2 Weeks
Files Management and Retirement (PK 207)	28	26	1 Day
Level 3 Foreign Service Secretarial Training (PK 302)	11	--	2 Weeks
Senior Secretarial Seminar (PK 111)	--	10	3 Days
Supervisory Studies Seminar (PK 245)	--	22	1 Week
Travel Regulations and Travel Voucher for Secretaries (PK 205)	7	--	1 Day
<b>Overseas Briefing Center</b>			
DC Employment Scene	--	20	1 Day
<b>Political Training</b>			
Foreign Affairs Interdepartmental Seminar (PP 101)	--	15	2 Weeks
Human Rights in the Foreign Policy Process (PP 507)	--	15	1 Day
Negotiation Art & Skills (PP 501)	--	29	1 Week
Political Military Affairs (PP 505)	4	--	3 Days
<b>Security Overseas Seminar</b>			
Advanced Security Overseas Seminar (MQ 912)	12	23	1 Day
SOS: Security Overseas Seminar (MQ 911)	4	8	2 Days
	18	--	
<b>Career Transition Center</b>			
Retirement Planning Seminar (RV 101)	--	29	1 Week

\*Students should check with the Office of the Registrar, (703) 302-7144 to confirm course dates.

## The Perils of taking Language Lightly *continued from page 37*

in Arabic to such an apology, the professor told us, was the reassuring statement, "Never mind, your light is sufficient." To me that had a charming ring, unlike some of the more eccentric expressions we had learned.

One day I was browsing alone in a small shop in the *souk*, Cairo's famed bazaar. The lights abruptly went out, leaving me in near darkness. The shop's owner, a courtly looking gentleman with a thin mustache, approached and apologized in unaccented English, "Please excuse the inconvenience, madam, I am dreadfully sorry."

Aha! My day had come, I thought. It was fully the equal of the Scot's opportunity to parade his fragment of Swahili. I therefore

replied to the shopkeeper, with barely controlled eagerness, in my best Arabic, "Never mind, your light is sufficient!"

To my surprise, there followed a long pause. He looked at me intently, searching my face for something, I knew not what. I quickly became uncomfortable; his eyes revealed clearly, even in the gloom of the small shop, that I had made a linguistic and social faux pas of some sort. I had expressed something I should not have said in a language I knew only slightly. Evidently, I had conveyed a meaning not at all intended. A little knowledge of Arabic perhaps had proven to be dangerous.

### Fleeing the faux pas

After what seemed to me several minutes, the proprietor must have decided that as a foreigner I did not

really understand what I was saying and therefore meant nothing untoward. I was not coming on to him, or whatever. To my relief, he passed it all off with a laugh, complimenting me on my Arabic. I fled the shop without losing any more dignity.

Among his many maxims, Emerson said, "It is a luxury to be understood." Such a luxury was not accorded to me on that occasion in Egypt. When I told the story years later to my scholarly friends, I surmised that our Arabic instructor was not the humorless cold fish I had thought, after all. He was, it seems, quite a sly one—he had somehow set me up.

Unfortunately, I missed the opportunity to tell my instructor in plain Arabic the hope that his house would fall in on him. □

## STATE OF THE ARTS

By JOHN BENTEL

# Van Cliburn finalist performs

The State of the Arts Cultural Series and FARA, along with the Canadian Embassy, presented a riveting concert by Canadian pianist Joel Hastings April 30 in the Dean Acheson Auditorium.

From the moment Mr. Hastings touched the keys of the piano, he displayed an exuberant technical prowess and physical intimacy with the piano.

His well-constructed program consisted of works ranging in years from 1685 to 1981. These versatile selections gave the audience an overview of the diversity of his piano repertoire. Beginning with the *Praeludium und Fuge in Es-Dur, BWV*



Pianist Joel Hastings.

852 by Johann Sebastian Bach, Mr. Hastings confirmed the uniqueness of his playing and a rare mastery of the keyboard. Ludwig van Beethoven's *Sonata, Op.2, Nr. 3*, completed the program's first half.

The pianist next played Felix Mendelssohn-Bartholdy's *Variations serieuses en Re-mineur, Op.54*. The last movement of Samuel Barber's *Sonata*,

*Op.26*, signaling a robust repertoire, ushered in the 20th century. The audience paid tribute with a standing ovation. Then Mr. Hastings honored us with an encore of Bach's very lovely, but seldom-heard, *Synfonia 29*.

Mr. Hastings' exhilarating performance left little doubt that he's a leading contender for the Van Cliburn prize.

A finalist in the 10th Van Cliburn International Piano Competition, Mr. Hastings previously has won an impressive array of piano competitions. Of several hundred applicants world-wide, he is one of only 35 musicians selected to perform in this "Olympic" piano competition in Fort Worth, Texas, May 23 - June 8. □

The author is a computer specialist in the Executive Secretariat.

## 2 artists delight audience

Soprano Cecelia Di Marco and piano accompanist Fabian Faccio presented a delightful performance to Department employees April 2 in the East Auditorium.

Ms. Di Marco began her program with three compositions by Brahms. This warm-up helped acclimate her to the East Auditorium's acoustics and offered the audience a glimpse of the richness and full range of her voice. While these Brahms selections began slowly, the final work, *Rote Aberdwocken!* (Red Clouds), ended with a rousing finish.

The audience was introduced to an original score by local composer Joseph Santos, *Four Poems of Christine de Pisan*. From the 12th century, these four poems describe Christine's



Soprano Cecelia Di Marco.

courtship with Etienne du Castel, the wedding ring, the sorrow when he leaves to travel with the king and, finally, the anguish caused by his sudden death. The music was rendered sensitively with stark exposure to the emotional impact of these poems. The timbre of Ms. Di Marco's voice was at its best during the almost morbidly emotional passages of dark, smoky textures. The audience approved with resounding applause.

After an admirable performance of Maurice Ravel's *Cinq melodies populaires grecques*, the program segued to a close with selections by Argentinian Alberto Ginastera. Again, these two artists demonstrated the nuances of their fellow countryman's music, making this State of the Arts Concert all the more memorable. □

### State of the Arts Cultural Series Upcoming Events - 1997

**July 2**  
East Auditorium—Philomela—A Women's Vocal Ensemble, "20 years of singing—4 centuries of song"

**July 16**  
Dean Acheson Auditorium—Peter Briner, Classical/Jazz Pianist Extraordinaire

**August 6**  
East Auditorium —Hero Takada, Jazz Pianist

## LIBRARY REPORT

BY DAN CLEMMER

**Don't despair. The book you want is a click (and maybe minutes) away**

**S**uppose for a moment you're in your office at the American Embassy in Rome. It's 3 p.m. on a Saturday. You're looking for a book in English on the kidnapping and murder of Aldo Moro. No luck. You think to yourself, perhaps the Ralph J. Bunche Library in Washington has one it can send me. How can I find out?

If you have access to the World Wide Web, you can search the library's catalog anytime at <http://usds.library.net/>. Enter "Moro Aldo" into the search box and several listings for Aldo Moro will appear, three about his kidnapping and murder. They're all in English. The last step is to e-mail the library ([gretaw@erols.com](mailto:gretaw@erols.com)) requesting one or more of the books. Or you can fax your request to (202) 647-2971.

"What's the big deal?" You may ask. "I'll still have to wait two weeks to get the book by air pouch, even if it's available." Yes, you will still have to wait for pouch delivery, but you can keep the book for a month after it arrives, just like Washington personnel can. But the really big deal is that one of these days you may not have to wait for pouch delivery, at least for some books. You will be able to click on a title and read, or download, or print the text of electronic books and documents at your personal computer. At many web sites you can do that now with selected newspaper and magazine articles, government publications and older books—e.g., Shakespeare, the Bible, poetry collections by once copyright protection.

It's unlikely that State's or any library will offer very many books protected by copyright, but we will be offering encyclopedias, directories, collections of



### Selected New Books

*The Australian Encyclopedia.* Australian Geographic Society, 1996, 8 volumes. DU90.A82 1996 Ref.

Bill, James. *George Ball: Behind the Scenes in U.S. Foreign Policy.* Yale University Press, 1997. E840.8.B32B54

*Cryptography's Role in Securing the Information Society.* Edited by Kenneth Dam and Herbert Lin. National Academy Press, 1996. TK5102.94.C78

Davis, Wade. *One River: Explorations and Discoveries in the Amazon Rain Forest.* Simon & Schuster, 1996. GN20.D38

*Fielding's the World's Most Dangerous Places.* Fielding Worldwide, 1997 G153.4.F53 1997 Ref.

*Obstacle Course: The Report of the Twentieth Century Fund Task Force on Presidential Appointment Process, With Background Papers.* Twentieth Century Fund Press, 1996. JK731.027

Seib, Philip. *Headline Diplomacy: How News Coverage Affects Foreign Policy.* Praeger, 1997. PN4888.F69545

Valladao, Alfredo. *The Twenty-First Century Will Be American.* (Translated from French.) Verso, 1996. JX1976.H66

Williams, Leaford. *Journey Into Diplomacy: A Black Man's Shocking Discovery.* Northeast Publishing House, 1996. E840.8.W55A3

quotations, dictionaries and phone books.

In the meantime, our web site allows you to search some 200,000 titles and lists of the most recent books added to the library's collection. If you want to purchase any of these books or any others for your office, you can email [keerdoja@class.org](mailto:keerdoja@class.org), asking the library to purchase them with your post or bureau funds. The page also has links to several search engines such as Yahoo and Alta Vista that allows you to search the rest of the World Wide Web.

Among the more popular sites for book lovers on the Web is AMAZON.COM, billed as the "Earth's Biggest Bookstore," at <http://www.amazon.com/>. They claim to have 2.5 million in-print and out-of-print books and offer to ship them anywhere in the world. You can charge purchases to your credit card or send a check or money order. A handling and shipping charge is added to each order. And if you don't remember the exact title of the book, you can search their database by keyword or phrase. Among several other bookstores on the Web are the **Internet**

**Bookshop**, based in Oxford, England, at <http://www.bookshop.co.uk/> and **Powell's Books** in Portland, Ore., at <http://www.powells.com/>.

Another literary site, offering some 50,000 reviews dating from 1980, is the **New York Times Book Review** at <http://www.nytimes.com/books/search/>.

This column has only scimmed the surface of cyberspace for what might interest book lovers. If you have a favorite source, let me know at [clemmer@class.org](mailto:clemmer@class.org) and I will list it here.

*The author is chief librarian.*

# THE HARDSHIP POST

AFTER 17 YEARS OVERSEAS, IT WAS FINALLY TIME TO COME BACK FOR A WASHINGTON ASSIGNMENT.

DULLES AIRPORT

GOSH, WHERE'S THE EXPEDITER?



THERE WERE SOME INITIAL SHOCKS...

THEY CANCELLED "CAGNEY + LACEY"?!?



WE'VE GOTTEN TO KNOW OUR RELATIVES

STATE, HUH? MY BUDDY MERLE WORKS FOR THE STATE, TOO. MAYBE YOU KNOW HIM-OVER IN MOTOR VEHICLES?



LITTLE LAMARLA HAS NEVER LIVED IN AMERICA BEFORE. SHE'S ADJUSTING...

WHAT'S A WHOPPER? I WANT FRIED PALM GRUBS!

MAYBE IN THE FOOD COURT...



AND I'M ADJUSTING TO LIFE IN THE DEPARTMENT

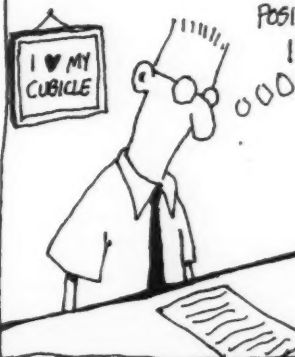
BOYD, YOUR MEMO ON FIXING THE STAPLER HAS THIRTEEN OFFICES ON FOR CLEARANCE. WHAT WERE YOU THINKING?

SORRY, MA'AM. I'LL ADD MORE.



SOMETIMES I COULD USE SOME PALM GRUBS, TOO...

HMM. VOLUNTEER POSITION IN OUTER ICKYKSTAN...



Department of State, U.S.A.  
Bureau of Personnel  
Washington, D.C. 20520

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